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Five centres of excellence for U of T

by Patrick Donohue

U of T will be a major participant in five of the seven Centres of Excellence established to provide links between universities and industry and funded by the provincial government at up to \$200 million over five years.

The centres involving U of T will conduct research on materials, integrated manufacturing, lasers and lightwaves, information technology and space and terrestrial science. All except the laser and lightwave centre involve other Ontario universities as major partners. The two centres not involving U of T are for research on groundwater and telecommunications.

Funding for the centres will come from the province's \$1 billion technology fund. The precise amounts for each centre have yet to be decided. Twenty-eight proposals for centres were reviewed by a panel of international experts, which passed on recommendations to the Premier's Council, an advisory body consisting of leaders in business, labour, government and universities.

The University is "extremely pleased" both by the process that chose the centres and by the outcome, said Vice-President David Nowlan (research). In making the announcement on June 19, Premier David Peterson said if the centres were successful the government would consider funding more of them.

vowed to continue their joint projects even if denied provincial funding.

Among the rejected proposals were five involving U of T as a major partner and two involving participation by U of T to a lesser degree. Nowlan said that although he regretted the rejection of some U of T proposals, such as one on natural language computing, he would not want to eliminate any of the seven "very strong" proposals which did receive funding. He hopes some of the rejected ones may be considered for a second round of funding.

After two and a half years, the centres will be reviewed by the same panel of international experts that advised on the submissions. Centres not fulfilling their mandate will be denied further funding. Some of the centres are expected to be self-sustaining after five years. "We don't want them to die, obviously, but if they're not doing anything they will die," Peterson said.

Fraser Mustard, president of the Canadian Institute for Advanced Research and chair of the panel that evaluated proposals for centres, said they should put Ontario in the forefront

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Premier David Peterson and Fraser Mustard, president of the Canadian Institute for Advanced Research, announce the Centres of Excellence at a press conference at Ontario Place June 19.

Council considers options for change

Cooperation

Perhaps the most important result of the program has been the degree of cooperation among the universities in preparing the proposals. Nowlan said the process required "a lot of give and take" by academics who tended formerly to regard their colleagues in other universities as rivals. Some of them

The creation of a senate in which all divisions of the University had confidence would greatly enhance the process of academic planning, President George Connell told a special meeting of Governing Council June 25.

Council members met in committee of the whole on completion of their regular

agenda to consider a discussion document outlining options for change: a reformed unicameral system with an academic policy and planning committee and a business affairs committee or a bicameral system with an academic senate and board of governors.

The document contains a statement of issues, a draft policy statement on the duties of university governors and models of unicameral and bicameral systems. It was produced by a six-member group of Executive Committee members — Connell, Council vice-chairman Joan Randall, student Brian Burchell, Professor William Callahan, government appointee Robert McGavin, and alumna Joanne Uyede — at the request of chairman St. Clair Balfour.

Connell commented on the need for an effective forum for the development of academic policy, the importance of public accountability of the governing body and the role of the president in a governing structure. Effective senates inspire confidence among faculty and can act to protect and reconcile the interests of academic divisions, he said. Boards of governors attract respected members of the business community who are able to account to the government and public for the expenditure of public and private funds and at the same time defend the importance of a variety of university activities. In a bicameral system the president is seen as a faculty member among others in the senate, where he often assumes a leading role, and as the chief executive officer of the

university on the board of governors. While the board enjoys final decision-making authority in many matters, it delegates many of the most important matters to the senior academic body.

Professor Paul Aird said an attempt should be made to improve the unicameral system before the provincial government is asked to amend the University of Toronto Act of 1971 to create a new governing system. Governing Council procedures could be modified to reduce tedious discussion of small matters and the budget process could be streamlined. Council could also find ways to take the initiative in the formulation of policy, and in consideration of neglected issues, such as the esthetic decline of the main campus.

Professor William Callahan said the unicameral system has been unfairly judged. Either of the two models contained in the discussion document could be made to work, he said, but cautioned against reopening the U of T Act. "You don't know what will happen," he said, in recollection of the late 60s, when representatives of campus constituencies lobbied members of the provincial legislature for change in the composition of the proposed Governing Council.

President James McConica of St. Michael's College said the issue of governance was "absolutely critical" to the future of the University. He spoke strongly in favour of the creation of a new bicameral system, pointing out that no other university had introduced a

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Staff salary agreement

by George Cook

Effective July 1, administrative staff members will receive a 4.7 percent basic salary increase or \$1,300, whichever is greater, plus merit if applicable. Salary ranges will be adjusted by 4.7 percent or \$1,300 accordingly.

According to Alec Pathy, vice-president (business affairs), approximately 1,500 people will receive the \$1,300 increase, which amounts to 4.8 to 9.6 percent, depending on salary. The average merit award will amount to a 2.3 percent increase.

Pensions paid to those who retired before July 1, 1985 will rise in amounts ranging from two to 15 percent. Those who retired after that date will receive the indexation increase only. Pensions will rise automatically each year by 60 percent of the national Consumer Price Index or CPI minus four, whichever is

greater.

Governing Council approved the salary and benefits package June 25. The UTSA Board of Representatives had approved the agreement on June 15. The full text is published in today's *Bulletin*.

The agreement was reached in discussions between the University's team, led by Pathy and the staff association representatives, led by Rose Marie Harrop, vice-president (salary and benefits). Other members of the University's team were Donna Crossan, Ed Janzen, Bill Kent, Mary Ann Ross and Stu Whittington. Besides Harrop, UTSA's team consisted of David Askew (president), Nancy Okada, Damon Chevrier, Jack Branker, Margaret McKone and Edith Sinclair.

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Excellence

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of their areas of research within five years. Otherwise, they will have failed.

The main purpose of the centres, Peterson stressed, is the transfer of technology from the university to industry in order to boost the province's economy and create jobs. "We don't want to find research sitting on the lab table and nothing happening to it."

Nor is the centres of excellence program intended as a regional development scheme. "We concentrated on the very best wherever we found it," Peterson said.

Peterson emphasized that the program is a completely new concept. The funding for the centres is not to be viewed as a grant to offset under-

funding to the universities involved, he added.

About half of the money allotted to each centre will pay for the hiring of researchers, especially young scientists. The rest of the money is for equipment and management.

Laser research

All 12 principal researchers in the Centre for Advanced Laser & Light-wave Research are on the U of T faculty, but the centre will involve some participation by researchers at other Ontario universities. Among the industries committed to the project are Lumonics, the third-largest laser company in the world, and Bell Northern Research/Northern Telecom, a world leader in telecommunications. With a requested budget of \$22.67 million for five years, the centre plans to conduct fundamental research and to provide a facility enabling researchers and industries, particularly small ones, to try out advanced equipment not otherwise available to them.

The users' facility, the only one of its kind in Canada, will require several thousand square feet of workspace and may ultimately be located in the engineering faculty's planned university-industry research complex, says Professor Henry Van Driel of the physics department, one of the co-ordinators of the proposal involving principal researchers in chemistry, physics and engineering.

One of the principal researchers, Professor John Polanyi of chemistry, hailed the concept of the centres as "a major and imaginative undertaking." He hopes the example set by Ontario will encourage other provinces and the federal government to increase funding for basic research.

Another principal researcher in the laser centre, Professor Geraldine Kenney-Wallace, chair of U of T's Research Board and a member of the Premier's Council, described the centres program as "a marvellous and novel experiment" in that it takes ideas from the university into the marketplace "where private sector ears are attuned to hear them."

Manufacturing

The primary university partners in the Centre for Integrated Manufacturing are McMaster, U of T and Waterloo. Western, Carleton and Queen's will also participate in the centre, which has requested \$31.27 million. The principal industrial participant is Techno Scientific.

At U of T, professors in mechanical, chemical, industrial and electrical engineering and in management studies will be involved. Professor Ron Venter, chair of mechanical engineering and the coordinator of U of T's involvement in the proposal for the centre, says one of its primary purposes will be the provision of computer-integrated manufacturing workshops for small companies unable to develop such technology themselves.

Information

The two main components of the Centre for Information Technology will be located at U of T and the University of Waterloo. There will also be links to Queen's and Western. In addition to fundamental and applied research, the centre, which has requested \$35 million, will provide workshops, reports and highly trained scientists to Ontario's information industry with the aim of increasing its export capability.

U of T's involvement in the centre has been organized by Professors Carl Hamacher, director of the Computer Systems Research Institute, Adel Sedra, chair of electrical engineering, and Derek Corneil, chair of computer science. At Waterloo, the Institute for Computer Research will be involved, as will the departments of computer science and electrical engineering.

Some 40 private sector participants include Bell, IBM, Imperial Oil, the Royal Bank and Xerox.

Materials

U of T will conduct about one-third of the research of the Centre for Materials Research, says Professor George Weatherly of metallurgy and materials science, coordinator of the proposal for U of T. Most of the research in biomaterials, half the research on polymers and composites and one-third of the research on metals, ceramics and glass will take place at U of T. Partners in the project are Queen's, McMaster, Waterloo and Western.

Some 21 companies including Alcan, Dupont, Polysar, Stelco and 3M will participate in the centre, which has asked for \$39.5 million.

Space studies

Professor Rod Tennyson, director of the Institute for Aerospace Studies and coordinator of U of T's involvement in the Centre in Space & Terrestrial Science, says U of T will provide virtually all the technological expertise required for the centre. Although the original proposal did not envision a major role for U of T, the University has since become an equal partner in the centre with York University, which will be responsible for most of the research in atmospheric physics, astronomy and terrestrial science. Waterloo, Western, the Canadian Atmospheric Environmental Service and Humber College will also participate.

Tennyson says the centre, which has requested \$39.3 million, will be involved closely with the proposed Canadian space agency expected to be established soon by Parliament.

Waterloo is the only university involved in the Centre for Groundwater Research. The Telecommunications Research Institute of Ontario involves Carleton, Queen's, McMaster and the University of Ottawa.

At a reception held June 24 at Hart House to celebrate the announcement of the centres, Douglas Wright, president of the University of Waterloo, said he and his colleagues at Waterloo are proud to be affiliated with U of T in several centres. He said the Centres of Excellence program is "the beginning of a much stronger form of interdependency and joint effort" among Ontario's universities.

Robin Armstrong, dean of arts and science, pointed out that three of the centres — lasers, information tech-

nology and materials research — link pure research from arts and science to applied research in engineering. "Research is a continuum," he said. "It cannot be packaged into departments and faculties."

Dean Gary Heinke expressed his pleasure at the involvement of the Faculty of Applied Science & Engineering in all five centres.

Speaking on behalf of the Ministry of Industry, Trade & Technology, Martin Walmsley, director of the premier's technology fund, said: "Certainly within the government it is recognized that the links with industry will be the only way the work in the centres will eventually benefit the people of Ontario who, let us remind ourselves, are paying us."

Those sentiments were echoed by Bob Burnside, special adviser to the president. He said the average taxpayer will expect the \$200 million spent on the centres to produce quick results. But the centres will have to explain to the public that "we are talking about long-range success."

Peter McGeer, director of research and development for Alcan International, contrasted the poor record of the government in his native British Columbia with that of the Ontario government with regard to funding research. "All I can say as a technological person is: thank heaven I'm living in Ontario in this day and age," he said.

Accounting award

Daniel Thornton, professor of Accounting in the Faculty of Management Studies, is the first recipient of the Canadian Academic Accounting Association's Award for Distinguished Contribution to Accounting Thought. The award is given for "publications by a member of the association which, in the past three to five years, have made, or are likely to make, the most significant impact on the accounting literature". Professor Thornton was cited for his research on Canadian financial accounting data regarding the reporting of leases and price changes. He received the award at the Learned Societies' conference at McMaster University June 3.

Ryerson honours Harris

Robin Harris, professor emeritus and official U of T historian, has been awarded a Ryerson fellowship, the institute's highest honorary award, bestowed on individuals who exemplify the polytechnic tradition — theory and practice integrated within the context of societal awareness and concern.


Harris received the award June 11 for "exemplary efforts in furthering higher education in Canada, through his writing and through past appointments such as principal of Innis College and chairman of the Higher Education Group; and for his understanding and substantial support of Ryerson over the years, which has included serving as a member of the institute's Board of Governors".

OCUFA campaign

The Ontario Confederation of University Faculty Associations has launched an advertising campaign in the news media to alert parents to the fact that underfunding may keep their children out of university. Total cost of the campaign is expected to be about \$15,000.

OCUFA has chosen the Italian community as its first target because it is the largest ethnic group other than British or French. Ads in Italian will say in part: "You have worked hard to build a solid future for you and your family. A university education will offer your children a better opportunity for success — but the doors are closing and some of your children may not get in."

The campaign will be extended to other groups in the months to come.



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Burnside to be acting campaign director

David Cameron, vice-president (institutional relations), has announced the resignation, for personal and family reasons, of Murray Death, assistant vice-president (development and alumni affairs), effective July 24. Death came to the University last January from Cornell University, where he was director of public affairs.

Cameron announced the resignation in a June 25 memo to principals, deans, directors and department chairs.

Death's departure will not affect the schedule of the private funding campaign, the memo says.

Bob Burnside, currently special adviser to the president, will become acting director of the private funding campaign and will assist in the administration of the Department of Private Funding. Cameron will assume responsibility for the Department of Alumni Affairs.

Professor awarded volunteer medal

Dr. Fredric Saibil, professor of medicine and acting head of the Division of Gastroenterology, Sunnybrook Hospital, has received the Canada Volunteer Award Medal and a certificate of honour from the Department of National Health & Welfare for "outstanding voluntary contribution towards improving the health or well-being" of Canadians.

Dr. Saibil is cited for outstanding leadership in the founding movement of the Canadian Foundation for Ileitis & Colitis and his work on inflammatory bowel disease. In particular, the award, presented earlier this month in Ottawa, recognizes his initiative in encouraging more education programs throughout the country and involvement in a recent national public awareness campaign.

Undergrad education studied at retreat

The revitalization of undergraduate education remains at the top of the renewal agenda following a two-day meeting of senior academic administrators organized and chaired by Provost Joan Foley.

President George Connell, the vice-presidents, vice-provosts, assistant vice-presidents, college principals and deans of faculties and directors of academic schools — approximately 50 people — met at the Scarborough College principal's home June 23 and 24 to discuss renewal and, in particular, the formulation of a University mission statement.

Foley said the attention given to undergraduate education was impressive. Suggestions for improvement will be further studied and proposals developed in the months ahead, she said.

Connell said the participants exhibited cohesiveness and unity, but that consensus has not yet been achieved on all aspects of a mission statement. The planning subcommittee of planning and resources has been charged with the responsibility of developing a draft document for further discussion, he said.

The Scarborough retreat began Tuesday afternoon in plenary session with a wide-ranging discussion of the president's renewal paper and, in particular, its statement of institutional priorities contained in the concluding chapter, Foley said.

On Wednesday morning the participants formed seven groups to discuss the undergraduate curriculum, the undergraduate experience in general, accessibility, differentiation among

campuses, colleges and programs, social responsibility, institutional autonomy and accountability and the range of the University's activities.

That afternoon they met again in plenary session to hear reports from each of the groups and to consider their suggestions. "It was a productive discussion," Foley said. "People were interacting on issues of University-wide concern rather than being preoccupied with their particular areas of responsibility."

Alumni association executive

Joanne Uyede (Innis 6T9) has been elected to a second term as president of the U of T Alumni Association. Other members of the 1987-88 executive are: Margo Coleman (UC 5T8), president-elect and corresponding secretary; Ted Wilson (Forestry 5T9), past president; Kay Marie Mackenzie (Library Science 7T4), vice-president — university governance; Robin Holmes (Innis 8T0), vice-president — student relations; Donald Burwash (Vic 5T4), vice-president — fund raising; Tiit Romet (New College 7T4, SGS 7T8), vice-president — planning; Peter Hare (Forestry 4T8), vice-president — alumni liaison; Catharine Fitzgibbon (UC 5T8); Peter Winkley (Erindale 8T2), treasurer; and Anne Kossatz (MBA 7T9), assistant treasurer.

Governing Council briefs

Centres of Excellence

President George Connell told Governing Council June 25 that U of T's involvement in five of the seven Centres of Excellence established by the provincial government "represents a really magnificent effort on the part of many dozens of our faculty as well as key administrators." He singled out David Nowlan, vice-president (research), who "managed the whole enterprise" and Bob Burnside, special adviser to the president, who "played a key role". Nowlan told Council the five centres would bring U of T \$12 to \$18 million extra for research annually over the next five years. Connell noted that, although the increased revenue would be concentrated on specific goals, it would be of great benefit to the University.

Sexual harassment officer

Undergraduate Claire Johnson asked what progress had been made in the process of appointing a sexual harassment officer. Provost Joan Foley replied that she was asking campus organizations to suggest individuals who might be appointed to a search committee. In answer to a question from Johnson about whether the officer would be full-time or part-time, Foley said a decision on that issue was imminent. All interested parties have agreed that the position should have a high profile, but it did not necessarily follow that the position should be full-time, Foley said.

Accessibility fund

Connell referred to the report of the June 16 Executive Committee meeting, at which he had called the provincial government's accessibility fund a mixed blessing. The fund was established to ensure that all qualified high school graduates are able to enter university even though there is expected to be a jump in the number of applications as some students complete high school in

four years instead of five. Through the fund, every university will receive extra funding for each student enrolled in 1987-88 above the number enrolled in 1986-87. At the Executive Committee meeting Connell had voiced the concern that the fund could have an unsettling effect on the provincial system by encouraging some universities to increase their enrolment, causing shortfalls elsewhere. However, Connell told Council that U of T would make every effort to accommodate increased enrolment according to the provisions of the fund. He said U of T appeared to have achieved a modest increase in enrolment for 1987-88, which should result in a revenue increase of about 1,000 BIUs.

TST appointments

Government appointee Elizabeth Pearce asked about the status of discussions with the Toronto School of Theology regarding appointments procedures. Connell replied that the University hoped to see TST establish the same sorts of guarantees of employment security as those for U of T faculty. If appointments procedures satisfactory to U of T were not in place at TST before its Memorandum of Agreement with U of T expired in 1988, the appointments procedures would become an issue for negotiation in the renewal of the memorandum. Connell also said a resolution of the question of the relationship of graduate students at TST to U of T's School of Graduate Studies appeared to have been reached and would be forwarded soon to the SGS council.

Honorary degrees committee

Council approved the membership of the Committee for Honorary Degrees for 1987-88: Professors Martin Friedland, Peter Heyworth, Keith Moore and Gordon Slemon; Alixe de la Roche and Wiebke Smythe, students; and C. William Daniel and Rose Wolfe from the external community.



Bellow visit

Fans and the media turned out to a press conference for Saul Bellow organized by the U of T Bookroom last week. Bellow was in Toronto promoting his latest book *More Die of Heart Break*, his first novel with Penguin Canada.

STEVE BEHAL

Governor-General's award for poetry in French

Professor Cécile Cloutier-Wojciechowska has won the 1986 Governor-General's Literary Award for poetry in French. Cloutier, who teaches at Erindale College and the St. George campus, was honoured for *L'écouté: poèmes 1960-1983*, published last year by Editions de l'Hexagone of Montreal.

Professor Nicole Deschamps of the University of Montreal, who chaired the jury for French-language poetry, announced the award May 27. It was presented by Governor-General Jeanne Sauvé at a ceremony in Roy Thomson Hall. University Professor Emeritus Northrop Frye was also honoured with the Governor-General's award for non-fiction for a recent book on Shakespeare (see the *Bulletin*, June 15).

Cloutier has published 10 volumes of poetry in Canada and France since the appearance of her first in 1960. Her poems, most no more than four or five lines long, are densely metaphorical. Quebec writer Gatién Lapointe once called them "as pure and hard as diamonds" and they have been likened to Japanese haiku and the work of the French surrealists.

In translation *L'écouté* means "that which is heard". The word derives in part from the lexicon of French psychotherapy, in which *l'écouter* — the act of hearing or listening — signifies an attitude of engaged receptivity to the spoken word. "*L'écouté* is what you hear, what you listen to, what you find — in people, landscapes, gardening, cooking... in life," Cloutier says.

Eight years ago Hounslow Press of Toronto published a selection of Cloutier's poetry translated by writer Alexandre Amprimoz. Entitled *Springtime of Spoken Words*, the book contains about 80 poems representative of the author's work. A volume of new poems will be published next year in France, but there are no plans at present for a complete English translation.

Largely untranslated, Cloutier is very little known in English Canada; her audience is almost entirely in Quebec and France. The cultural life of a French-speaking poet who works in an overwhelmingly English milieu can be difficult, she admits. "I go to Montreal every two weeks. All my literary activities are there."

Now in the process of buying a house in Montreal, Cloutier says she dreams of her retirement, when she will return to

a more hospitable cultural climate. Her repatriation is still some years away, however, and until it takes place she plans to concentrate her energies on organizing a recently approved departmental research centre in French-Canadian poetry.

Cloutier was born in Quebec City on June 13, 1930, the same day as Saint-Denis Garneau, one of Quebec's most celebrated poets. She has two doctoral degrees, one in esthetics from the Sorbonne and one in clinical psychology from the University of Tours, and three masters degrees, in Spanish literature, philosophy and theology. Her bachelors degree, from Laval University in Quebec City, was in classics.

Cloutier received her first academic appointment at Laval, where she taught Greek and Latin. She then joined the faculty at the University of Ottawa and in 1964 came to U of T's Department of French, where she teaches poetry, esthetics and the philosophy of art.

She recently visited France under the sponsorship of the Department of External Affairs and will soon undertake a tour of universities in British Columbia. Cloutier will spend next year on sabbatical in France.

Correction

It was incorrectly reported in the *Bulletin* June 15 that Adrian Brook is the second faculty member in the Department of Chemistry to be named University Professor. In fact, two other chemists, Nobel laureate John Polanyi and Peter Yates, have attained that rank.

Summer Bulletins

The summer issues of the *Bulletin* will be published July 20 and Aug. 24.

The deadline for receipt of events and booking of display ads for the next issue is July 6.

Editorial material and classified ads should be in the *Bulletin* offices at 45 Willcocks St. by July 10.

Dean of FEUT appointed

Professor Michael Fullan, assistant director (academic) at the Ontario Institute for Studies in Education and co-author of a recent government report that criticizes teacher education in Ontario, has been appointed dean of the Faculty of Education of the University of Toronto from Feb. 1, 1988 to June 30, 1995. Professor M. Anne Millar will be acting dean from July 1 until Jan. 31, 1988.

In making the announcement to FEUT, Vice-Provost James Keffer said the University would be taking a new look at education, "an undertaking which should encompass research and graduate education as well as establishing a mandate for reform of, and a University-wide commitment to, the important task of teacher education."

Fullan, who with Professor Michael Connelly, a colleague at OISE, recom-

mended major reforms in the report, "Current Practice and Options for the Future", said FEUT would play a prominent role in implementing innovations in teacher education and would work closely with school boards, teachers' federations and OISE.

Fullan came to OISE in 1968 as a lecturer in sociology. He received a PhD from U of T in sociology in 1969. From 1976 to 1981 he served as chairperson of the Department of Sociology in Education. His research has centred on the planning and implementation of educational change, curriculum implementation and teacher education.

He is a member of the school improvement project of the international steering group of the Organization for Economic Cooperation & Development, the Canadian Society for the Study of Education and the American Educational Research Association.

Governance

Continued from Page 1

unicameral structure. The unicameral model outlined in the discussion document, with committees that resemble a board and senate, was itself a concession to bicameralism, McConica said. If the constituencies were united in their determination to have a board and senate, they need not fear amendment of the U of T Act.

Professor Roger Savory said he had not yet developed a clear preference for one model or the other. However, he said the dichotomy between the Academic Affairs Committee and the Planning & Resources Committee had helped perpetuate the "double innocence" — of academic and business perspectives — that unicameralism was designed to eliminate. Council succeeded in its consideration of the future of the Faculty of Architecture & Landscape Architecture precisely because academic affairs and planning and resources met as one for the purpose.

Government appointee Douglas Grant said the debate on governance afforded the University a rare opportunity to address the problems of an alienated faculty, an isolated administration, and inadequate decision-making procedures. The necessity of requesting amendments to the U of T Act should deter Council from seeking significant change, he said.

Mary Kent, also a government appointee, spoke in support of a new bicameral structure. A board of governors would attract business people who would not serve on the more amorphous Governing Council, and the senate would become the focus for academic policy, she said.

Government appointee Kendall Cork said that while bicameralism could be reintroduced, it would be more practical to encourage the evolution of the present unicameral structure. Either an academic policy and planning committee or a senate could overcome the problem of faculty alienation, he said. Council's failure to attract the best lay members would mean a loss of public credibility and missed opportunities in fund raising, he said. Appointee Desmond Morin suggested that lay governors be introduced to the University in a mandatory three-day course.

While his commitment to unicameralism is not total, alumnus Paul Cadario believes it is the best way to ensure harmonious academic and fiscal planning.

"I am convinced unicameralism was right 15 years ago and I'm convinced it's right today." However, he suggested that Council be reduced to 22 from 50 members. Cadario said Council would not be able to carry out its responsibilities fully as long as it was constrained by the Memorandum of Agreement with the faculty association. "That is one set of handcuffs Council should remove," he said. University planning is a neglected area, he added; until plans are made for each division it will be difficult to establish a plan for the whole institution.

Gordon Romans, also an alumnus, said unicameralism could be made to function. He advocated change, but not to the extent of reorganizing the Governing Council committees into what would be, in effect, a bicameral system within the confines of the U of T Act.

The fact that Council members represent particular constituencies does not mean they are unable to act in the best interests of the University as a whole, alumna Joanne Philpott said. Given the authority to initiate policy, Council could act effectively in response to fiscal constraints placed on the University.

Undergraduate Brian Burchell said he was not convinced the government or the public wanted the University to change its governing structure. Claire Johnson, a representative of part-time undergraduates, said the current unicameral system could be improved. Graduate student Fawn Currey said a bicameral system would promote "aggrandizement of professional managers" but would be less responsive to the University community. Academic appointments would be subject to the budgetary approval of the board, she said, reducing the senate's authority. Faculty, staff and students have a legitimate role to play in University government, Currey said.

Anne-Marie Kinsley, also a student, said she too favoured a reformed unicameral structure. Council should be released from the necessity of dealing with trivial questions. The accept-reject-refer-back rule was restricting, Kinsley said; to be effective Council must be allowed to make substantial changes to proposed policies.

Campus groups will be invited to air their views on governance at a special fall Council meeting. Following that meeting the Executive Committee will assess the degree of support for one set of changes or another. If a recommendation for change is forthcoming it will be widely distributed before it is submitted to Council for formal debate.

Process

The process of negotiation worked well this year, said Pathy. "We heard what they had to say and they heard what we had to say and in the final analysis we agreed to compromises. That's the important aspect of this agreement. I was struck by the ability of both sides to actually hear each other and then to reach a compromise."

Pathy said his presence at the table added an important dimension to the process. "It's recognized that I have access to the president and that I'm in a position to speak clearly on each of the issues." However, he added, the participation of a vice-president cannot guarantee a successful outcome and is not always possible.

All the issues raised by the staff association were discussed and agreement was reached on most, Pathy said. Some were referred to committees for further study and a few were tabled until next year.

A 1980 "process document" guides discussions between the University and UTSA on salary and benefits. While the document does not provide for negotiations, the process is in effect one of bargaining, Pathy said.

"I take the view that notwithstanding the process document, if there's to be any chance of the two parties reaching agreement the mode must be one of bargaining and bargaining is negotiating. If we had failed to reach agreement I would still have used the word negotiation."

Askeu said many issues from previous years were settled in this round of talks. "Things were a lot different than they've been in previous years." He attributed the changes to an increase in bargaining power afforded the association by its campaign for certification as a local of the Canadian Union of Public Employees.

"Even though the settlement clears up a number of outstanding items and provides a reasonable salary increase taken in a one-year context, it's also a one-shot affair," Askeu said. "We've got to maintain the bargaining power we have and the only way that can happen is if certification is successful."

While agreement was reached on many issues, others remain unsettled, he added. "The University wouldn't budge on modifying the policy on release of staff for reasons of organizational change."

Harrop said UTSA's negotiating team was made more effective by the certification campaign. "I don't know what the reaction to the settlement will be, but I can say we're a long way from the full participation that is possible. We have some distance to go in terms of practice and policy."

Pathy said personnel policy — as opposed to salary and benefits — was not on the table for negotiation, although the intent of some existing policies was clarified.

"It is sometimes a fine line between personnel policy and salary and benefits. The process document doesn't really leave room for negotiation of policy because policy is developed in the University with a lot of input. Policy should be developed over time."

Pensions

"Both parties entered the discussions really with the same intention — to improve the pension plan," Pathy said. UTSA has agreed to terminate the 1982 pension agreement and replace it with provisions for improved pensions and indexation. It has also agreed that the University can use the pension surplus to reduce its contributions to the plan.

The University has agreed to make no change in the pension plan that would reduce members' pensions or benefits.

In addition, there will be no increase in the rate of employee contributions without UTSA's agreement while the process document is in force.

Askeu said the association decided that the University's proposal for indexation was valuable enough to members to justify termination of the 1982 pension agreement. Indexation would mean increased costs to the University, and these would be offset from the accumulated surplus. "We wouldn't have agreed to it unless we thought it was a fair trade-off," he said. Moreover, the 1982 agreement was no longer supported by the faculty association — which agreed to its termination in its last round of salary and benefits negotiations — or by the University. "It was no longer workable under the circumstances," Askeu said.

Time off

The new agreement also provides for additional vacation and personal leave days. Full-time administrative staff will receive 12 days vacation after one year, up from the current 10 days. After 10 years of service, staff will receive 20 days and then an additional day every two years, to a maximum of 25 days after 20 years' service.

Managerial staff will receive 20 days after one year's service. After 12 years, they will receive 21 days and then one additional day every two years, up to 25 days after 20 years' service.

The Department of Human Resources will advise principals, deans, directors and department heads that job-sharing arrangements can be entered into under the hours of work policy by agreement of the head of the department and those seeking the arrangement.

Staff members elected or appointed to Governing Council or its standing committees, or to several designated kinds of committees, will be allowed appropriate time off to attend meetings.

The University and UTSA have agreed to establish committees to examine benefits, pensions and a proposal that would allow staff members to spread four years' salary over five years to allow a year's leave. The terms of reference of the University-UTSA liaison committee will be extended to include environmental health and safety matters.

The agreement also provides for:

- improvements in part-time pensions, long-term disability benefits and pre-retirement death benefits pensions
- an adjustment in the dental plan to the 1986 Ontario Dental Association fee schedule
- part-time appointments for the purpose of child care for all staff, up to two days' leave to a father upon the birth or adoption of a child and personal leave of up to three days a year for legitimate personal reasons.

Nursing science institute

A proposal for an institute of nursing science has been approved by the Planning & Resources Committee.

The Faculty of Nursing now awards a BScN and MScN but does not have a doctoral program. The institute is intended to increase research activity and provide a base on which a doctoral program could be built. It would bring together nurse researchers in the faculty, the teaching hospitals and community agencies associated with the faculty, strengthening links with other researchers.

The faculty has been given permission to search for a director, but no long-term commitments are to be made for staffing the institute until a financial plan has been approved.

New campus day care policy



Children of University employees and students will make up at least 75 percent of campus day care enrolment.

U of T publications honoured

The Canadian Council for Advancement in Education (CCAE) has named the *Bulletin* the best university newspaper for internal and/or external market and the *U of T Alumni Magazine* the best alumni magazine, in its 1987 awards competition. The CCAE awards are presented annually in recognition of high achievement in communications by information, public affairs and media relations offices, and development and alumni departments of Canadian universities and colleges.

Other CCAE awards presented to U of T this year are:

- best achievement in feature writing other than research, for "Robert Finch, Precisely" by Patrick Donohue (*The Graduate*, March/April 1986)
- best photograph, for the photo by Russell Monk of Nobel laureate John Polanyi on the cover of the *U of T Alumni Magazine*, Winter 1986
- honourable mention, research writing, for "A New Approach to Women and

Health" by Robina Salter (*U of T Alumni Magazine*, Winter 1986)

- honourable mention for a photo by John Mastromonaco from "Going for the Gold" (*The Graduate*, May/June 1986)
- honourable mention in best brochure category for the admissions handbook "U of T — A Great Tradition"
- honourable mention in best poster category for "A Great Tradition".

RESEARCH HIGHLIGHTS

Collecting cultures

The Department of Botany and the Institute for Environmental Studies have put together a collection of cultures to be used in environmental and biotechnological research. There are now 120 species of bacteria, microalgae and higher plant cells in the University of Toronto Culture Collection, and it is expected to grow to at least 1,000 separate organisms in the next five years. As well, it will be a repository for DNA clone banks from photosynthetic organisms.

Many of the cultures in the collection will be used in studies of how microbes cope with the extreme conditions in the environment caused by acid rain or toxic pollutants. Some may be used to test water quality, others to break down toxic compounds found in the environment after industrial accidents. The clone banks will provide specific genes for use in the development of gene-splicing technology.

The collection opened to universities, government and industry in January. Initial funding was provided by a \$66,000 grant from the Ontario government.

Developing language ability

Psychologists at U of T's Scarborough campus and the University of Washington have demonstrated that the development of language in children is directly related to the development of their problem-solving abilities. Up to now, language has commonly been thought to be either an innate ability or a socially learned skill.

The U of T psychologist, Alison Gopnik, and Andrew Meltzoff of the University of Washington studied children aged 15 to 21 months. For four and a half months, the children's use of language was noted by the mothers and then assessed by a linguist to create a list of new words acquired by each child. This information was compared with

The children of University faculty, staff and students will soon make up at least 75 percent of the total enrolment in campus day care centres.

Under a policy approved by the Committee on Campus & Community Affairs June 2, existing and new centres will be bound by the 75 percent minimum and encouraged to enrol as many children from the University community as possible. The previous policy, approved in 1972, set no minimum. It stipulated only that access to the campus centres be given to children of University parents on the basis of personal and financial need.

Existing centres have three years to reach the required enrolment if they have not done so already. New centres must comply within three years of opening. If a centre fails to achieve or sustain the 75 percent minimum, the University and the centre in question will conduct a review and attempt to improve the situation.

At present, there are two campus day care centres in operation: Margaret Fletcher on Devonshire Place and the Campus & Community Co-operative on Bloor Street. In 1986, University children made up 78 percent of Margaret Fletcher's enrolment, but only 36 percent of Campus Co-op's, according to the report of the advisory committee on day care submitted in May 1986 to the vice-president (business affairs).

The report said budget pressures led to the relatively high overall enrolment of non-University children. To avoid

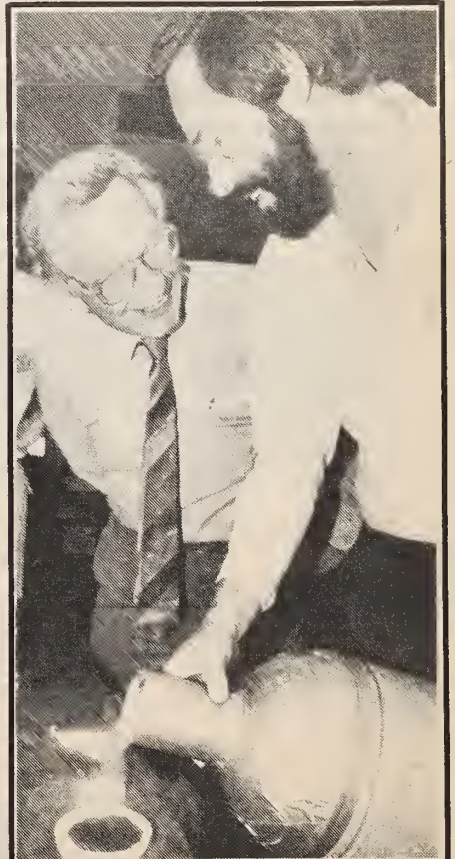
income shortfalls, a centre must fill spaces quickly. If the child of a University parent is not immediately available, the space must be filled with a non-University child. The cost of day care, the delays involved in the subsidy system for those who cannot afford to pay and lack of awareness of centres among potential campus clients were among the other contributing factors, the report said.

Under the new policy the University will subsidize the centres' capital costs and some operating expenses. The total value of the subsidies to Margaret Fletcher and Campus Co-op next year will be about \$100,000.

The subsidies will provide rent-free space and a variety of financial and administrative services, structural repairs and general maintenance, snow and garbage removal, heat, water, electricity and property insurance.

Under past policy the University covered capital but not operating costs, although the Margaret Fletcher Centre has made capital improvements without financial assistance and both centres have received operating support since 1983.

The centres will operate as non-profit incorporated organizations under the Day Nurseries Act of Ontario and will recover all non-subsidized costs. At least one University representative, appointed by the president, will sit on their boards of directors or other policy-making bodies.



Superconductors

Professor Bryan Statt of the Department of Physics pours liquid nitrogen into a flask while Nobel laureate Philip Anderson of Princeton University looks on. Statt and Anderson were participants in a meeting of the Canadian Association of Physicists hosted by the University June 15-17. The flask contains a magnet and a piece of superconducting material which, when cooled, repels the magnetic field and "levitates". Superconductors are metal oxides with no resistance to a current. Recent discoveries of new materials that become superconductors when cooled with liquid nitrogen — and rumours of the discovery of room temperature superconductors — have prompted a surge of interest in their mysterious properties and their potential for low-cost transmission of electricity.

laboratory experiments conducted every three weeks that took note of the cognitive or problem-solving abilities as demonstrated when the children tried to perform set tasks.

Strong correlations were evident between linguistic and cognitive achievements. The use of the phrase "all gone", for example, was related to the ability to find objects that had been hidden in a complicated way. Children who were able to perform a task that required some forethought began to use words denoting success or failure like "there" and "oh-oh". Sorting objects brought out the ability to name them.

Gopnik advises parents and caregivers to pay attention to children's interests because language growth will occur in these areas. While adults may enjoy teaching babies words by showing flash cards, they would be better off playing hiding and finding games.

Gopnik receives funding through a Natural Sciences & Engineering Research Council of Canada research fellowship and Meltzoff from the MacArthur Foundation.

Customizing computers

Professor Bill Buxton of the dynamic graphics project in the Department of Computer Science has been assisting people with special needs to use computers. He and his graduate students work with artists, engineers and the disabled to find a way for hardware and software to meet their requirements. One project permits users to switch easily to a special means of giving a command — perhaps by a tongue-activated joystick or a touch tablet.

The project is unusual in that it requires a high degree of user-interface research. Users are not often involved in fundamental design decisions in industry, but, says Buxton, their involvement is increasingly being accepted as essential to the development of user-interface technology.

Smoking policy referred back

The Executive Committee of Governing Council has referred a proposed smoking policy back to the Committee on Campus & Community Affairs for amendment and has promised to consider the matter when it meets again in the fall. The decision to refer back was prompted by a concern that a ban on smoking in private offices would not be enforceable. In the motion to refer back, recorded in the minutes of its June 16 meeting, the Executive Committee asks that cessation of smoking in private offices be voluntary.

The policy, first recommended for approval by campus and community affairs earlier this month, would have provided for phased implementation of a smoking ban, first in classrooms, lecture theatres, meeting rooms and other common areas, then in open offices, corridors and lobbies and finally in private offices.

The policy cited the increasing body of medical evidence that shows exposure to second hand tobacco smoke is hazardous to health. The ultimate goal, it said, was a totally smoke-free environment.

In response to questions at the campus and community affairs meeting, Janice Oliver, assistant vice-president (facilities and administrative systems) said peer pressure could effectively enforce a ban on smoking in private offices.

Proposals for undergraduate education

A paper outlining several proposals for improving the quality of undergraduate education was endorsed by the Academic Affairs Committee at its May 28 meeting.

Professor William Callahan, chair of the committee and of the subgroup which prepared the paper, emphasized that the proposals have the status merely of "moral exhortation" since the committee does not have the authority to compel curriculum changes.

Among long-term recommendations, the paper suggests that a permanent subgroup on the quality of undergraduate education be established, that the administration look into the possibility of a thorough survey of undergraduate education at U of T and

that the provostial advisory group — composed of the provost, deans, college principals and other administrators — give high priority to the development of a coordinated view of the undergraduate experience and curriculum.

In the short term, the paper calls for a fund to improve faculty/student relations, enough basic writing courses to satisfy the demand, a common standard of acceptable achievement on the English proficiency test and a provostial policy requiring consideration of both written and oral work in the assigning of marks.

Dean Gary Heinke of engineering supported the general thrust of the paper but questioned whether a survey of undergraduate education was needed.

"We know the problems," he said. "We need more equipment, more faculty." He said money should be spent on remedying these problems rather than on a survey.

Heinke said that although engineering gives serious attention to the question of writing, the faculty cannot take on the task of remedying students' writing deficiencies. It is the responsibility of the students themselves to improve.

Heinke also questioned the centralization of standards for the English proficiency test. Such a procedure might be costly, he said. His faculty's test of language facility uses volunteer staff. Professor Peter Wright, acting dean of architecture and landscape architecture, agreed that the English proficiency test

should not be centrally controlled. He said the divisions had good reasons for administering the tests according to their own standards.

Principal Ron Williams of Scarborough College felt the committee should note that many people consider the testing of English proficiency futile.

Callahan responded that to discontinue testing would give the message to the public that the University is diffident about the state of English on campus. "That should be avoided at all costs," he said.

Professor Roger Beck of Erindale College's humanities division said he doubted whether an on-going subgroup on undergraduate education would be effective. The group would be forced to deal in generalities or to interfere with the jurisdiction of the divisions, he said.

Callahan said the purpose of the subgroup would be to keep the committee informed at all stages of discussions about curriculum change. Under the present arrangement the committee learns of proposals only at the last stage of development.

Fees protest

The Academic Affairs Committee decided at its May meeting to communicate to the government its objection to the ban on certain ancillary fees designated for the operating budget and approved by the students on whom they are levied.

The motion to protest the prohibition, announced by the Ministry of Colleges & Universities in April, was made by undergraduate Anne-Marie Kinsley.

In response to questions about the prohibition, Provost Joan Foley explained that, in her understanding, the fees prohibited are those initiated by a university with subsequent student approval. Because fees originating with student groups and directed to purposes determined by the students are permitted, students could legitimately vote next fall to restore a fee that is currently prohibited.

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'New reality' demands differentiation

by Mark Gerson

Universities in Canada can no longer be all things to all people if they are to survive into the 21st century, says Fraser Mustard, president of the Canadian Institute for Advanced Research.

"Some differentiation of universities" must evolve "to handle the conflict" between the needs of mass education and the demands of modern basic research, he told the annual meeting of the Canadian Society for the Study of Higher Education held recently at McMaster University in conjunction with the yearly gathering of the Learned Societies.

Mustard called for the evolution of a wide range of institutions, including a small group of strong, research-intensive universities, to replace today's all-purpose university. And he urged both levels of government to develop new funding mechanisms to make it easier for universities to "differentiate themselves."

He warned that universities risk losing their "pivotal" position in knowledge development and transmission unless they adapt to the changing research requirements of a "knowledge-based society."

Science and technology are no longer "two independent activities with totally different requirements," he said. They have merged, forcing universities and industry to forge a new, mutually dependent relationship.

Mustard also noted that more and more research is falling outside traditional disciplines, creating a need for researchers with a broad range of expertise. And he questioned whether universities "as presently constituted" can "comfortably accommodate such interdisciplinary research."

Universities will only survive and remain useful if they make "bold choices" today, he said. He predicted "difficult

trade-offs" for institutions: among faculties and facilities, over the intensity of research, and regarding the breadth and quality of programs. Some universities "will resist the pressure of these changes just as the academics resisted Galileo's new knowledge," he said. But "those who cannot adjust may well be swept away."

According to Mustard, a small group of strong, research-intensive universities is needed in Canada to meet the challenge of the new research reality. He said the United States, the United Kingdom, and other countries have recognized the merits of directing most of their research grants to a few institutions with a small number of students — largely the brightest. These are the universities that have been "so key in the development of strong knowledge-based industries" in those countries, he said.

Canadian universities, however, have been forced by existing funding mechanisms to "append" basic research to their educational functions. As a result, they have been "unable to achieve the same concentration of resources, making it difficult for Canadian universities to remain competitive in research with institutions in other countries."

Mustard warned that research has already begun to move out of the universities — harming both the research and the universities. He noted as an example the increasing proportion — now over 40 percent — of the funds distributed by the Medical Research Council that goes to hospital-based research institutes instead of to universities.

"Although these institutes are affiliated with university medical schools, anyone who has done research in a teaching hospital knows that it is not the same as a university environment." He said individuals in hospital research institutes, although they often have academic appointments, are able to devote most of their time to research and associated graduate education, spending very little time on mass education. Full-time, university-based faculty members, however, are not as well off,

he said: their research infrastructure is poorer because of funding problems in universities, and they have much less time for research because of large teaching and administrative duties.

"No nation can maintain a position of leadership unless it develops its scientific and technological resources to the full," Mustard said. "Universities are

vital to this." However, he cautioned that bolstering the research capability of universities without a corresponding strengthening of industrial research and development "will have little benefit to Canada since the knowledge developed in our basic research programs will be exploited elsewhere."

Performance policy goes to personnel board

In the light of concerns expressed by the University of Toronto Staff Association, the administration has decided to refer a proposed policy on staff performance assessment to the Personnel Policy Board, made up of senior administrators.

The board will invite UTSA representatives to discuss their reservations and the matter will return to the Business Affairs Committee in the fall. Business affairs discussed the policy in April and tabled it to June 3. However, Alec Pathy, vice-president (business affairs), withdrew the matter before that meeting to allow the board time for further consideration.

In a presentation to the business affairs meeting of April 29, UTSA representative Nancy Okada said the association supports performance appraisal in principle but has reservations about the proposed policy and the appended appraisal forms and procedural guidelines.

The association believes the number of performance appraisals carried out will decline if the new forms are introduced. In addition, merit salary increases might be depressed in response to the rating system used in the proposed appraisal process, Okada said.

A provision that would allow supervisors to review completed appraisal forms when hiring short-listed internal candidates is another source of concern, Okada told the committee. Individuals

who were appraised using the forms might be treated differently from those evaluated by other means.

United Way volunteers

U of T's 1987 United Way campaign office is now open for business. In preparation for this year's campaign, the office, located in the Career Centre in the Koffler Student Services Centre, is trying to identify any U of T staff involved with agencies funded by the United Way. David Jeu, campaign administrator, asks staff who volunteer with these agencies to call him at 978-8023.

Most University divisions have appointed coordinators and training sessions for both coordinators and canvassers will begin shortly.



United Way
OF GREATER TORONTO

Senior library appointment

Solange Silverberg has been appointed associate librarian, technical services, effective July 1. Silverberg joined the University of Toronto Library in 1979, and from 1980 has served as head of the Catalogue Records Department and, subsequently, head of the Cataloguing Department. Her previous appointments include head of the Order/Bibliographic Searching Unit at the Ontario Institute for Studies in Education, and cataloguer/book selector in the field of linguistics at the University of Ottawa. Silverberg has a BA in Russian studies from McGill University and was awarded an MA in linguistics from the University of Toronto before completing an MLS at the University of Western Ontario.

Shaw honoured by Brown U

Joseph Shaw, an archaeologist who is an authority on Minoan Crete, has received an honorary degree from Brown University in Providence, R.I. Among the other seven recipients of Brown honorary degrees were the singer Stevie Wonder and Theodore Geisel, better known as Dr. Seuss.

Shaw, who is chairman of U of T's Department of Fine Art, is known for his exploration of Kommos, a now-deserted harbour in southern Crete.

EQUIPMENT EXCHANGE

The "Equipment Exchange" is a Purchasing service to facilitate the recycling of surplus equipment within the University. For further information, contact Purchasing at 978-5173.

Equipment Available Description	Qty	Model	Age	Orig.Cost	Fair Mkt Value	Contact-Phone
Bell gaussmeter with probes	1	120			Best offer	Bob Simpson 978-6560
Bell gaussmeter probe	1	T1202			Best offer	Bob Simpson 978-6560
Bell gaussmeter probe	1	YA47-1			Best offer	Bob Simpson 978-6560
Tektronix plug in amplifier	1	1A1			Best offer	Bob Simpson 978-6560
Tektronix pulse generator	1	109			Best offer	Bob Simpson 978-6560
Avo transistor tester	1	TA			Best offer	Bob Simpson 978-6560
Philbrick operational manifold	1				Best offer	Bob Simpson 978-6560
Radiometer ph meter	1	Model 1			Best offer	Bob Simpson 978-6560
Underwood typewriter	1				Best offer	Bob Simpson 978-6560
Hewlett Packard calculator	1	9100A			Best offer	Bob Simpson 978-6560
Hewlett Packard printer	1	9120A			Best offer	Bob Simpson 978-6560
General Radio tuned amplifier	1	1232-A			Best offer	Bob Simpson 978-6560
General Radio power supply	1	1202-B			Best offer	Bob Simpson 978-6560
General Radio power supply	1	2101-B			Best offer	Bob Simpson 978-6560
General Rado unit pulse generator	1	1217-C			Best offer	Bob Simpson 978-6560
General Radio unit 1F amplifier	1	1216-A			Best offer	Bob Simpson 978-6560
Philips RF meter	1	GM6012/01			Best offer	Bob Simpson 978-6560
General Radio impedance bridge	1	1608-A			Best offer	Bob Simpson 978-6560
Hewlett Packard wave analyzer	1	302A			Best offer	Bob Simpson 978-6560
Keithley amplifier with power supply	1	103			Best offer	Bob Simpson 978-6560
Tektronix scope	1	531A			Best offer	Bob Simpson 978-6560
Tektronix scope	1	555			Best offer	Bob Simpson 978-6560
Tektronix timebase	2	21			Best offer	Bob Simpson 978-6560
Tektronix type L plug in	2	L			Best offer	Bob Simpson 978-6560
Tektronix type N plug in	1	N			Best offer	Bob Simpson 978-6560
Tektronix type D plug in	1	D			Best offer	Bob Simpson 978-6560
Tektronix power supply	1	PS			Best offer	Bob Simpson 978-6560

War on AIDS intensifies on several fronts at U of T

by Judith Knelman

A resident in the Faculty of Medicine's Department of Pathology scrutinizes the tissues of AIDS victims to chart the cluster of diseases they've had. In the McMurrich Building, an epidemiologist examines interviews of AIDS patients and their partners to find out which sexual practices carry the highest risk of infection. A microbiologist working in the Medical Sciences Building charts the tiny, intricate strings of nucleic acid that make up the AIDS virus to see how their sequence differs. An immunologist at Toronto Western Hospital stumbles on a dramatically improved method of treatment for a type of pneumonia to which many AIDS patients succumb.

A war on AIDS is being waged across the campus and in the teaching hospitals. It is, for the most part, a coordinated campaign. The Toronto AIDS network is still small enough that researchers know what else is being done and how they can connect with it. It is small because AIDS is a new syndrome — the first case in the US was reported in 1981 and in Canada in 1982 — and research scientists do not sit idle in their labs waiting for an enemy to surface. But slowly the fight is attracting manpower and money.

The enemy is HIV — human immunodeficiency virus, which, by killing white blood cells, cripples the immune system so that lethal diseases like cancer, pneumonia and meningitis can take over. Since the genetic material of the virus gets incorporated into the cell, researchers tend not to talk about a cure, but they hope to produce a vaccine that will protect those not yet infected. However, there is already a pool of infected people, some of whom will develop AIDS in the next few years. These people will need a drug to arrest the destruction of the immune system by preventing the virus from replicating — in much the same way as insulin controls but does not cure diabetes. Such a treatment does exist, but a virus can become resistant to a particular drug by going through genetic changes. So more drugs have to be developed if AIDS is to be controlled.

The virus

The genetic structure of the AIDS virus changes from year to year within the same individual and by geographic loca-

tion. There are probably thousands of HIVs that are slightly different, though a large part of their genetic information would be the same, says the microbiologist who is trying to find the structure of the virus's RNA (ribonucleic acid). His name is Bill Lewis, and he makes no secret of the fact that his interest in AIDS stems from his sexual orientation.

"As a microbiologist I'm interested in viruses generally, and clearly AIDS is a major challenge for microbiologists. I've followed the literature from the beginning both because I'm a gay man and because I'm a microbiologist. It

occurred to me that the kinds of studies that I had expertise in weren't being done." He recently got word from Health & Welfare Canada that he will be receiving a grant of about \$150,000 a year for three years to study the virus.

Working with samples of blood cells, serum and semen drawn from men whose sexual partners developed AIDS or ARC (AIDS-Related Complex), Lewis is trying to find something in common about the virus in those contacts who eventually develop these syndromes. There are drugs that control the progress of AIDS, but their side effects are so drastic that they're not used on anyone who hasn't developed full-blown AIDS. If AIDS patients could be treated before their symptoms manifested themselves, it's likely that there would be a substantial gain in both quantity and quality of life.

He is also interested in charting the variability of the virus to give scientists working on a vaccine as full a description as possible of the enemy. The virus has 9,400 building blocks or nucleotides whose sequence determines how it works, reproduces and carries disease. He is going to look at a particular stretch of 400 on each virus to study the degree of variation.

Sexual practices

The samples that Lewis is working with were from a study by epidemiologist Dr. Randall Coates and his team: Colin Soskolne, Dr. Stanley Read, Dr. Frances Fanning, Dr. Michel Klein, Dr. Frances Shepherd, Liviana Calzavara and Dr. Kenneth Johnson. Since 1984, they have been interviewing and collecting samples of blood, urine, saliva, semen and feces from 250 men exposed to AIDS, watching for clinical symptoms. They are all in *terra incognita*: those who have the syndrome, those who are at risk of developing it, and those who are monitoring its development. In 1984 there wasn't even an antibody test for AIDS. The researchers did not have an immediate use for the samples they were collecting, but they realized that later on they'd be valuable, so they froze them.

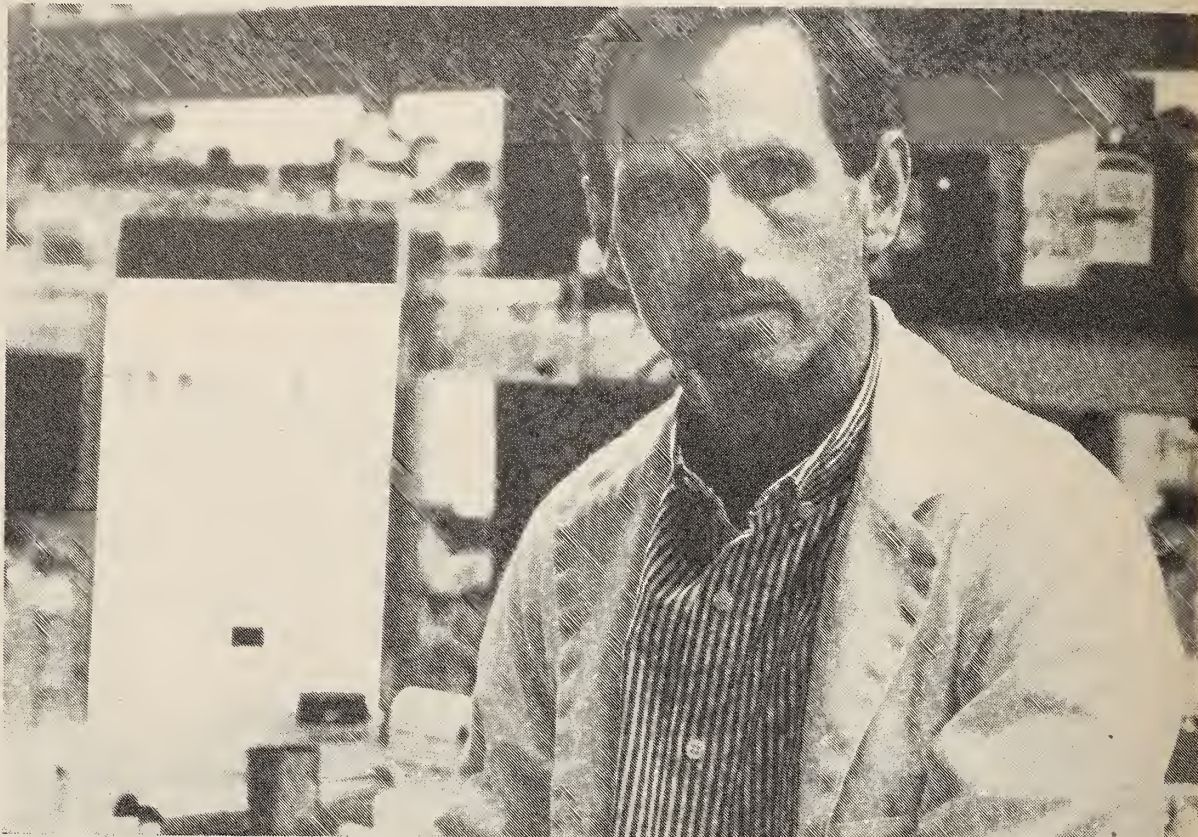
Coates suspected from the beginning that the epidemiology of AIDS was strongly similar to that of hepatitis-B,

also a sexually transmitted and blood-borne virus. His work and training prompted him to look at the new phenomenon from what was to him a familiar perspective. "People didn't understand enough about gay men and their sexuality and weren't trying to look for a unifying concept," he recalls. It wasn't clear how AIDS was transmitted, but its high incidence among gay men, haemophiliacs, Haitians and intravenous drug users soon pointed to the conclusion that, like hepatitis, it was an organism that required a fair degree of intimacy for transmission.

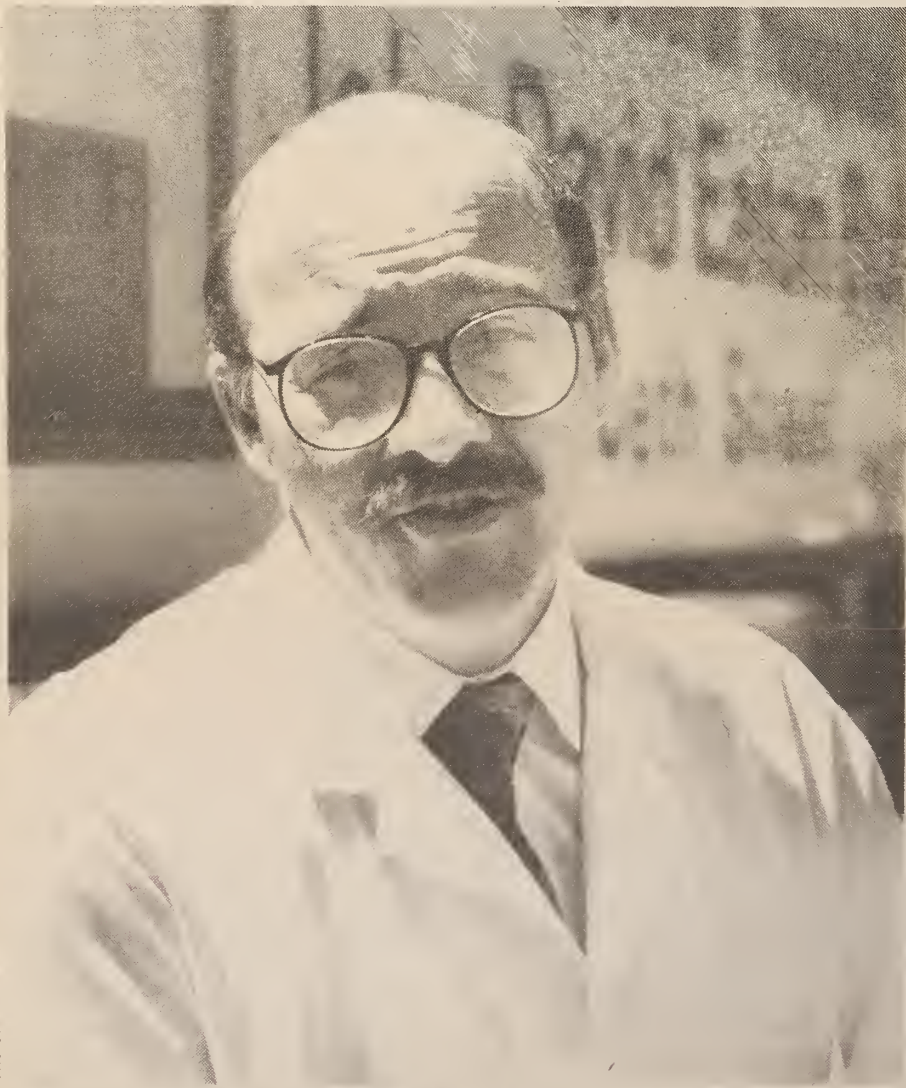
The study, which has so far cost over \$1 million provided by the Ontario Ministry of Health and Health & Welfare Canada, was created to evaluate risk factors and to shed light on why some people exposed to AIDS become infected and others don't, and why only some of those infected go on to develop it. The project is unique in that it has accumulated reliable information about the type of sexual activities that led to infection. It was known that body fluid (i.e., semen or blood) with enough viruses and a point of entry to the body (such as a cut) are needed for transmission to occur, but Coates's study has shown that all those who tested antibody-positive had had anal sexual activity. The interviewers tested the responses of the people in their study against the recollections of their sexual partners.

How were the members of the study recruited? Initially, AIDS or ARC patients were approached and asked to notify anyone with whom they'd had sex in the past year that their help was needed. In return for their participation in the study, they'd receive constant and thorough monitoring. Many said no. Then people who knew they'd been exposed to AIDS were allowed to refer themselves. Doctors and clinics were asked to help the researchers find subjects. As the solidity of the project manifested itself, referrals increased.

The study has been closed for two years, but the investigators will be submitting a proposal for continued funding so that the monitoring of those already in it can go on. The initial arrangement was to interview, test and examine those in the study every three months for at



Microbiologist Bill Lewis: "There's a lot going on here. But we can't do everything."



Epidemiologist Randall Coates: "People weren't trying to look for a unifying concept."



University of Toronto

Combined Financial Statements

April 30, 1987

REPORT OF THE VICE-PRESIDENT, BUSINESS AFFAIRS

FINANCIAL HIGHLIGHTS

The additional government funding received from the Excellence Fund during 1986-87 for faculty renewal, library acquisitions and student equipment and research leadership has partially alleviated the current financial pressures the University has to cope with to meet its ongoing program commitments. The relief was temporary only and budget reductions were still required in 1986-87 and again in 1987-88 as the result of continued underfunding.

CURRENT OPERATING FUND

The Current Operating Fund result for the 1986-87 fiscal year ended April 30, 1987 is a surplus of \$0.4 million after provision for commitments and transfers. This decreased the cumulative deficit to \$2.9 million.

The operating fund income increased to \$384.4 million in 1986-87 while expenditures increased to \$378.4 million. The difference between fund income and expenditure is largely accounted for by the transfer of \$5.4 million of current service pension costs on behalf of the administrative staff to the General Endowment. Table I, page 4, shows relative source and distribution of the Current Operating Fund for the past five years.

Actual enrolment in 1986-87 was 1.9% (777 full-time equivalents) below planned levels. The decline below planned levels was due to lower retention rates in upper years, and shortfalls in the intake of new students in graduate programs. The new funding formula introduced for 1987-88 is such that the shortfall will have little or no effect on income from provincial grants. Table II, page 5, illustrates the patterns of enrolment for the last five years. The enrolment plan for 1987-88 calls for 1986-87 intake targets to be repeated and met, but does not assume that the shortfall that resulted from lower retention rates will be made up. The result will be an increase of about 415 full-time equivalents.

ANCILLARY OPERATIONS

The Ancillary Operations for 1986-87 recorded a surplus of \$0.3 million, after provision for commitments and transfers. Revenues increased by 8.5% and expenses by 6.4% over the previous fiscal year. In September 1986 the University of Toronto Press opened its new publishing warehouse. The new facilities consist of 30,000 square feet at a cost of \$1.8 million, of which \$0.3 million was received from the federal and provincial governments and \$1.5 million will be financed by an external loan. The facility will be used to accommodate the significant increase in the book distribution business.

CAPITAL FUNDS

The Earth Sciences Centre is well under way, however the construction cost of this project will increase to \$53.4 million due to escalating labour and material costs. The project will be funded by \$30.6 million from provincial grants, \$8.8 million raised from the Update campaign, \$12.0 million from the forthcoming fundraising campaign, and \$2.0 million from the University's General Building Fund. Completion of the Centre is scheduled for late 1988.

The renovation and expansion of the Faculty of Law library reported last year has been expanded to include the Faculty of Music, since the Edwards Foundation provided a gift of \$3.6 million towards improving the library facilities of the Faculty of Music. The two projects are being designed by the same architect to ensure cohesiveness in design and to maintain the character of the adjacent philosopher's walk. The projects are scheduled for completion in 1989.

The Soil Erosion Research Building at Scarborough College at a cost of \$0.8 million is in the design phase and is scheduled for completion in 1988.

Other new projects include the renovation of the first two floors of 4 Bancroft Avenue at a cost of \$2.4 million to house computing facilities in order to free up academic space in the McLennan Physical Laboratories. Provincial capital grants received from the Ministry of Colleges and Universities amounted to \$17.5 million in 1986-87 of which \$13.4 million was for the Earth Sciences Centre and \$4.7 million for repairs and renovations.

Through the generosity of The National Sanitarium Association, the University was able to acquire the Gage Research Building, below market value, at a cost of \$1.0 million payable over 5 years.

RESTRICTED FUNDS

The income component of Restricted Funds consists of government research grants of \$79.2 million; other grants including non-government and research grants of \$23.1 million, contract research of \$8.9 million, donations of \$12.2 million, and investment income, including realized gains, of \$29.6 million.

During the year the total return (income plus capital appreciation) on the Connaught Fund exceeded the average performance of similar funds. The Endowment Funds Investment Pool however, continued to rank below the average and, effective January 1, 1987, a new investment manager was appointed.

COMBINED OPERATIONS

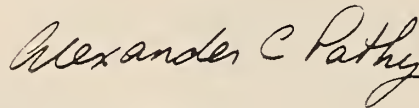
Combined income for the University increased by 7.5% over that of the previous year to \$618.0 million. Combined expenditures for all funds totalled \$572.2 million, an increase of 3.8% over that of the previous year. The source and distribution of the University's combined funds for the 1986-87 fiscal year is illustrated in Table III, page 6.

FUTURE PROSPECTS

- The Minister of Colleges and Universities confirmed an announcement made last year that base funding for the university system will increase by 4% for 1987-88. The Minister also announced several special non-formula grants for Ontario Universities: a \$25 million "accessibility fund" in recognition of past enrolment increases, a \$25 million fund for research infrastructure, a \$12 million fund for faculty renewal, and a \$25 million fund for library acquisitions and instructional equipment. Since some of these funds replace previous special non-formula grants, the net increase in total funding for Ontario Universities is on average 7.3%. The increase for the University of Toronto is about 6.3%.
- The University of Toronto has ratified a two year agreement with the University of Toronto Faculty Association, whereby faculty members and librarians will receive an across the board increase of 4.2% plus progress through the ranks merit scheme in 1987-88 and an across the board increase of 5% plus progress through the rank merit scheme in 1988-89. Non-unionized administrative staff will receive an across the board increase of 4.7%, minimum \$1,300, plus merit increases in 1987-88. As part of the settlement with the Associations, the pension plan will be amended to provide substantially improved pension benefits. The past service costs and the current service costs for these improvements will be paid from pension plan surplus as available.
- A major fundraising campaign will be launched in early 1988. The campaign will be designed to meet a smaller number of defined needs for several new building projects, a scholarship fund, and major research projects.
- This year we experienced significant shrinkage of coverage combined with substantially higher premiums on our major insurance policies. As of May 1, 1986, due to a dramatic loss of insurer capacity, our principal fire loss policy was amended to include a limit of \$100 million per claim. Concurrently, premiums increased by more than 45%. As a result of these market conditions, a committee of the Canadian Association of University Business Officers has been struck to study the feasibility of establishing a

reciprocal insurance exchange dedicated solely to insuring the risks of participating universities throughout Canada.

- In order to replace lost parking spaces due to construction, a 450 space parking structure, scheduled for completion by the spring of 1989, will be constructed at 214 College Street at an estimated cost of \$6.2 million to be repaid out of parking revenue.
- An interim management board was established for the Royal Conservatory of Music in order to plan the separation from the University. It is anticipated that the transfer of the Conservatory will take place during 1987-88.



Alexander C. Pathy
Vice-President — Business Affairs
June, 1987

TABLE I

**SOURCE AND DISTRIBUTION OF THE UNIVERSITY CURRENT OPERATING FUND
FOR THE YEARS ENDED APRIL 30, 1983 to 1987**

	1987	1986	1985	1984	1983
	%	%	%	%	%
INCOME					
Government grants	75.6	75.6	75.0	75.5	75.7
Student fees	17.5	17.5	17.8	17.5	16.8
Other income	6.9	6.9	7.2	7.0	7.5
	100.0%	100.0%	100.0%	100.0%	100.0%
EXPENDITURES					
By functional category					
Academic and academic services	76.8	75.8	75.6	75.3	74.7
Physical plant					
- maintenance and utilities	11.7	12.2	12.2	12.2	12.4
- renovations and directed government grants	0.3	0.2	0.2	0.4	1.1
Administration	6.5	7.0	6.9	7.0	6.8
Interest expense	0.4	0.5	0.5	0.5	0.6
Student services and assistance	3.6	3.7	3.9	4.0	3.6
Other expenditures	0.7	0.6	0.7	0.6	0.8
	100.0%	100.0%	100.0%	100.0%	100.0%
By object of expense					
Academic salaries and benefits (incl. Librarians)	47.6	47.9	48.1	47.8	47.1
Other salaries and benefits	30.1	30.4	30.5	30.7	30.7
Equipment	5.3	4.5	4.1	4.2	3.5
Utilities	3.6	4.0	4.1	4.2	4.0
Supplies and other expense	12.8	12.7	12.7	13.1	13.9
Maintenance of physical plant	2.3	2.3	2.3	2.6	3.0
Improvement and alterations	0.3	0.2	0.2	0.2	0.7
Municipal taxes	0.4	0.5	0.5	0.5	0.6
	102.6	102.5	102.5	103.3	103.5
Internal Cost Recoveries	(2.6)	(2.5)	(2.5)	(3.3)	(3.5)
	100.0%	100.0%	100.0%	100.0%	100.0%

TABLE II

COMPARATIVE STUDENT ENROLMENTS, FULL-TIME EQUIVALENTS AND FUNDING UNITS

	Annual Enrolments					Full-Time Student Equivalents				
	1986-87	1985-86	1984-85	1983-84	1982-83	1986-87	1985-86	1984-85	1983-84	1982-83
REGULAR SESSION										
(Undergraduate and Graduate)										
— Full-time	32,914	32,964	33,754	34,450	33,395	31,425	31,546	32,338	33,249	32,257
— Part-time	14,117	14,409	14,442	14,415	14,001	4,585	4,628	4,618	4,471	4,342
SUMMER SESSION	20,287	20,406	20,408	20,526	20,454	7,207	7,189	7,230	7,209	7,138
Total	<u>67,318</u>	<u>67,779</u>	<u>68,604</u>	<u>69,391</u>	<u>67,850</u>	<u>43,217</u>	<u>43,363</u>	<u>44,186</u>	<u>44,929</u>	<u>43,737</u>
Made up of:										
Undergraduate	56,824	56,982	57,711	58,578	57,222	34,501	34,611	35,428	36,355	35,423
Graduate	10,494	10,797	10,893	10,813	10,628	8,716	8,752	8,758	8,574	8,314
	<u>67,318</u>	<u>67,779</u>	<u>68,604</u>	<u>69,391</u>	<u>67,850</u>	<u>43,217</u>	<u>43,363</u>	<u>44,186</u>	<u>44,929</u>	<u>43,737</u>
FUNDING UNITS										
<i>Old Formula</i>										
Undergraduate — Basic Income Units (B.I.U.)						56,513	56,641	56,630	56,105	55,553
— Unit Value						\$ 4,413	\$ 4,273	\$ 4,128	\$ 3,962	\$ 3,749
Graduate — Graduate Funding Units (G.F.U.)						17,628	17,515	17,308	17,062	16,889
— Unit Value						\$ 4,304	\$ 4,168	\$ 4,026	\$ 3,864	\$ 3,656
<i>New Formula</i>										
Base — B.I.U.'s and G.F.U.'s combined						73,007	73,007			
— Unit value						\$ 3,393	\$ 3,272			
Moving average — B.I.U.'s and G.F.U.'s combined						77,430	77,410			
— Unit Value						\$ 1,030	\$ 1,001			
PROVINCE OF ONTARIO FORMULA GRANTS						<u>\$275,510</u>	<u>\$266,641</u>	<u>\$256,343</u>	<u>\$244,213</u>	<u>\$299,500</u>

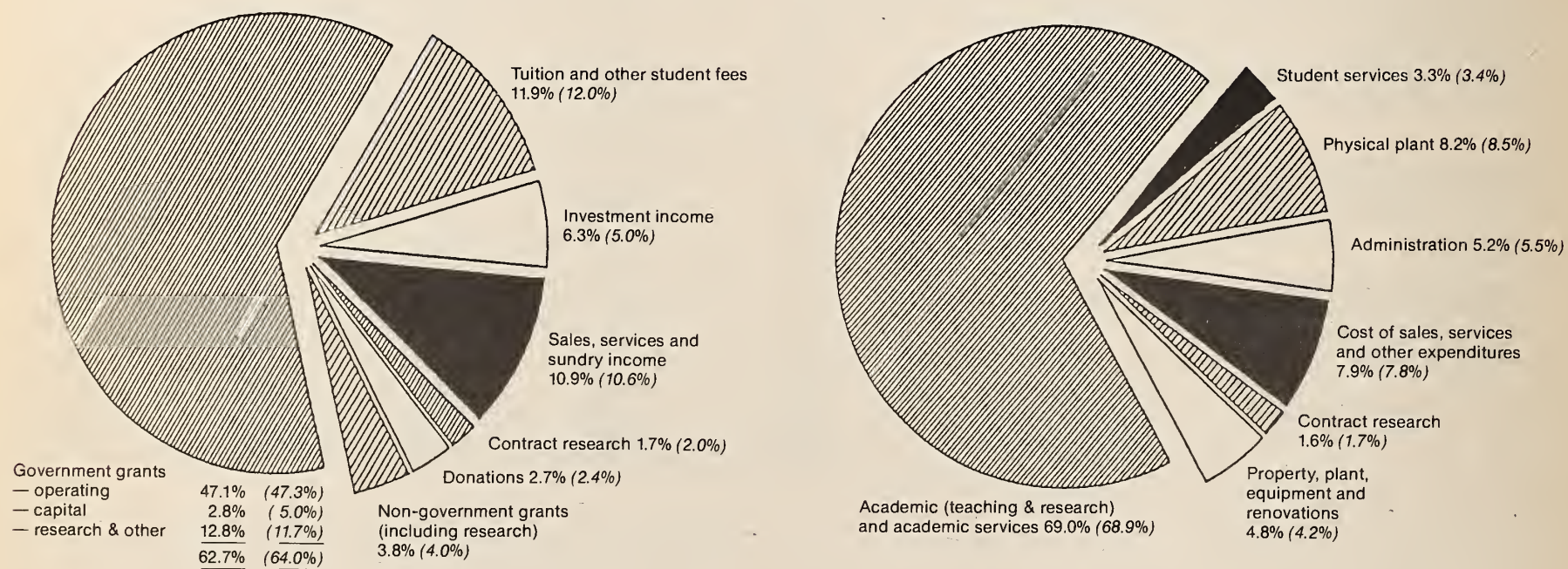
Enrolment data does not include the Ontario Institute for Studies in Education, The Toronto School of Theology and non-credit course enrolments. The funding units are averaged and discounted and therefore do not coincide directly with annual enrolments.

TABLE III

**SOURCE AND DISTRIBUTION OF COMBINED UNIVERSITY FUNDS
FOR THE YEAR ENDED APRIL 30, 1987**
(thousands of dollars)

INCOME	<u>1986-87</u>	<u>1985-86</u>
Current operating fund	\$384,383	\$359,405
Ancillary operations	54,574	50,286
Capital funds	26,091	32,823
Restricted funds	152,964	132,335
	<u>\$618,012</u>	<u>\$574,849</u>

EXPENDITURES	<u>1986-87</u>	<u>1985-86</u>
Current operating fund	\$378,380	\$362,932
Ancillary operations	53,123	49,948
Capital funds	26,267	22,486
Restricted funds	114,387	115,743
	<u>\$572,157</u>	<u>\$551,109</u>



(Previous year percentages in brackets)



A MEMBER OF ARTHUR YOUNG INTERNATIONAL

Clarkson Gordon

AUDITORS' REPORT

To the Members of The Governing Council of
University of Toronto:

We have examined the combined financial statements of University of
Toronto for the year ended April 30, 1987 comprising the following:

- Statement of financial position
- Statement of changes in fund balances
- Schedule of surplus (deficit)
- Schedule of funds committed for specific purposes
- Schedule of property, plant and equipment
- Schedule of equity in property, plant and equipment
- Schedule of restricted funds

Our examination was made in accordance with generally accepted auditing
standards, and accordingly included such tests and other procedures as we
considered necessary in the circumstances.

In our opinion, these combined financial statements present fairly the
financial position of the University as at April 30, 1987 and the results of its
operations for the year then ended in accordance with accounting principles
described in note 1 to the combined financial statements applied on a basis
consistent with that of the preceding year.


Toronto, Canada,
June 11, 1987.

Chartered Accountants

UNIVERSITY OF TORONTO
STATEMENT OF FINANCIAL POSITION
APRIL 30, 1987
(with comparative totals at April 30, 1986)
(thousands of dollars)

	Current Operating Fund	Ancillary Operations	Capital Funds	Restricted Funds	1987 Total	1986 Total
ASSETS						
Cash	\$ 73	\$ 961		\$ 2,160	\$ 3,194	\$ 2,119
Accounts receivable	11,727	5,612		114	17,453	15,253
Supplies and prepaid expenses	994	7,019			8,013	8,776
Interfund accounts	933	(4,236)	\$ 691	2,612		
Investments (note 2)	17,560	3,415	20,437	255,102	296,514	242,755
Property, plant and equipment		30,918	793,743		824,661	777,528
	<u>\$31,287</u>	<u>\$43,689</u>	<u>\$814,871</u>	<u>\$259,988</u>	<u>\$1,149,835</u>	<u>\$1,046,431</u>
LIABILITIES						
Bank indebtedness	\$ 4,296	\$ 1,419			\$ 5,715	\$ 1,595
Accounts payable	23,676	6,348	\$ 979		31,003	25,692
Unearned income	1,292	3,431			4,723	4,354
Long-term debt (note 4)		15,532	2,361		17,893	12,775
	<u>29,264</u>	<u>26,730</u>	<u>3,340</u>		<u>59,334</u>	<u>44,416</u>
EQUITY IN PROPERTY, PLANT AND EQUIPMENT		9,376	791,267		800,643	758,387
FUND BALANCES						
Surplus (deficit)	(2,895)	5,192			2,297	1,585
Deficit of discontinued ancillary (note 7)	(9,705)				(9,705)	(10,080)
Funds committed for specific purposes	14,623	2,391	20,264	\$ 99,917	137,195	115,479
Endowment funds				160,071	160,071	136,644
	<u>2,023</u>	<u>7,583</u>	<u>20,264</u>	<u>259,988</u>	<u>289,858</u>	<u>243,628</u>
	<u>\$31,287</u>	<u>\$43,689</u>	<u>\$814,871</u>	<u>\$259,988</u>	<u>\$1,149,835</u>	<u>\$1,046,431</u>

On behalf of the Governing Council:


Chairman of the Governing Council


President

(See accompanying notes to financial statements)

UNIVERSITY OF TORONTO
STATEMENT OF CHANGES IN FUND BALANCES
FOR THE YEAR ENDED APRIL 30, 1987
(with comparative totals for the year ended April 30, 1986)
(thousands of dollars)

Statement 2

	Current Operating Fund	Ancillary Operations	Capital Funds	Restricted Funds	1987 Total	1986 Total
INCOME						
Government grants	\$290,612	\$ 205	\$ 17,456	\$ 79,267	\$387,540	\$368,110
Student fees	67,097	6,375			73,472	69,167
Sales, services and sundry income	16,761	47,455	2,913		67,129	60,718
Contract research	1,931			8,876	10,807	11,677
Investment income and realised gains	7,886	288	1,266	29,578	39,018	28,732
Donations			4,456	12,186	16,642	13,515
Other grants	96	251		23,057	23,404	22,930
	<u>384,383</u>	<u>54,574</u>	<u>26,091</u>	<u>152,964</u>	<u>618,012</u>	<u>574,849</u>
EXPENDITURES						
Academic	255,278	4,218		99,849	359,345	349,688
Academic services	34,909			196	35,105	30,160
Student services and assistance	13,691			5,437	19,128	18,959
Operation and maintenance of physical plant	44,276	2,834			47,110	46,963
Administration	24,687	5,222			29,909	30,229
Interest expense		1,527			1,527	1,258
Cost of sales and services		38,347			38,347	36,123
Contract research				8,905	8,905	9,600
Renovations	1,078		4,420		5,498	11,646
Property, plant and equipment		132	21,847		21,979	11,573
Depreciation		804			804	743
Other expenditures	4,461	39			4,500	4,167
	<u>378,380</u>	<u>53,123</u>	<u>26,267</u>	<u>114,387</u>	<u>572,157</u>	<u>551,109</u>
INCREASE (DECREASE) IN FUND BALANCES BEFORE THE FOLLOWING	6,003	1,451	(176)	38,577	45,855	23,740
Transfer between funds	(4,866)	(1,010)	(639)	6,515		
Decrease in deficit of discontinued ancillary (note 7)	375				375	1,187
NET INCREASE (DECREASE) IN FUND BALANCES FOR THE YEAR	<u>\$ 1,512</u>	<u>\$ 441</u>	<u>\$ (815)</u>	<u>\$ 45,092</u>	<u>\$ 46,230</u>	<u>\$ 24,927</u>
Changes for the year in individual funds:						
Decrease in deficit/increase in surplus	\$ 444	\$ 268			\$ 712	\$ (1,725)
Decrease in deficit of discontinued ancillary (note 7)	375				375	1,187
Increase (decrease) in funds committed for specific purposes	693	173	\$ (815)	\$ 21,665	21,716	15,301
Increase in endowment funds				23,427	23,427	10,164
	<u>1,512</u>	<u>441</u>	<u>(815)</u>	<u>45,092</u>	<u>46,230</u>	<u>24,927</u>
FUND BALANCES, BEGINNING OF YEAR	511	7,142	21,079	214,896	243,628	218,701
FUND BALANCES, END OF YEAR	<u>\$ 2,023</u>	<u>\$ 7,583</u>	<u>\$ 20,264</u>	<u>\$259,988</u>	<u>\$289,858</u>	<u>\$243,628</u>

(See accompanying notes to financial statements)

UNIVERSITY OF TORONTO
SCHEDULE OF SURPLUS (DEFICIT)
FOR THE YEAR ENDED APRIL 30, 1987
(with comparative figures for the year ended April 30, 1986)
(thousands of dollars)

Schedule 1

	Current Operating Fund		Ancillary Operations	
	1987	1986	1987	1986
Income	\$384,383	\$359,405	\$54,574	\$50,286
Expenditures	<u>378,380</u>	<u>362,932</u>	<u>53,123</u>	<u>49,948</u>
Operating results before commitments and transfers	6,003	(3,527)	1,451	338
Decrease (increase) in committed funds	(693)	1,549	(173)	(43)
Transfers	<u>(4,866)</u>	<u>159</u>	<u>(1,010)</u>	<u>(201)</u>
Decrease in deficit/increase in surplus for the year	444	(1,819)	268	94
Surplus (deficit), beginning of year	<u>(3,339)</u>	<u>(1,520)</u>	<u>4,924</u>	<u>4,830</u>
Surplus (deficit), end of year	<u>\$ (2,895)</u>	<u>\$ (3,339)</u>	<u>\$ 5,192</u>	<u>\$ 4,924</u>

(See accompanying notes to financial statements)

UNIVERSITY OF TORONTO
SCHEDULE OF FUNDS COMMITTED FOR SPECIFIC PURPOSES
FOR THE YEAR ENDED APRIL 30, 1987
(thousands of dollars)

Schedule 2

	Balance, beginning of year	Amounts committed during the year	Deduct expenditures incurred during the year	Net increase (decrease)	Balance, end of year
CURRENT OPERATING FUND (note 3(a))					
Carryforward of divisional appropriations	\$ 7,937	\$ 7,520	\$ 7,502	\$ 18	\$ 7,955
Purchase order commitments	4,321	5,547	4,321	1,226	5,547
Alterations and renovations	1,672	527	1,078	(551)	1,121
	<u>13,930</u>	<u>13,594</u>	<u>12,901</u>	<u>693</u>	<u>14,623</u>
ANCILLARY OPERATIONS (note 3(b))					
Replacement of non-depreciable equipment	870	364	283	81	951
Alterations and renovations	1,348	434	342	92	1,440
	<u>2,218</u>	<u>798</u>	<u>625</u>	<u>173</u>	<u>2,391</u>
CAPITAL FUNDS (note 3(c))					
General building programme	6,703	24,682	16,199	8,483	15,186
Centre for large scale computations	10,068		10,068	(10,068)	
Parking facilities	2,219	534		534	2,753
Residences	2,089	236		236	2,325
	<u>21,079</u>	<u>25,452</u>	<u>26,267</u>	<u>(815)</u>	<u>20,264</u>
RESTRICTED FUNDS (note 3(d))					
Sponsored research	39,291	113,284	95,501	17,783	57,074
Other expendable funds	38,961	22,768	18,886	3,882	42,843
	<u>78,252</u>	<u>136,052</u>	<u>114,387</u>	<u>21,665</u>	<u>99,917</u>
TOTAL FUNDS COMMITTED FOR SPECIFIC PURPOSES	<u>\$115,479</u>	<u>\$175,896</u>	<u>\$154,180</u>	<u>\$21,716</u>	<u>\$137,195</u>

(See accompanying notes to financial statements)

UNIVERSITY OF TORONTO
SCHEDULE OF PROPERTY, PLANT AND EQUIPMENT
APRIL 30, 1987
(with comparative totals at April 30, 1986)
(thousands of dollars)

Schedule 3

	Ancillary Operations	Capital Funds	1987 Total	1986 Total
PROPERTY, PLANT AND EQUIPMENT AT COST (note 1(h))				
Land	\$ 18	\$ 30,822	\$ 30,840	\$ 30,540
Buildings	26,222	433,574	459,796	445,017
Furniture and equipment	10,407	257,407	267,814	241,728
Library books		71,940	71,940	65,202
	<u>36,647</u>	<u>793,743</u>	<u>830,390</u>	<u>782,487</u>
LESS: ACCUMULATED DEPRECIATION	<u>5,729</u>		<u>5,729</u>	<u>4,959</u>
BOOK VALUE	<u>\$30,918</u>	<u>\$793,743</u>	<u>\$824,661</u>	<u>\$777,528</u>

(See accompanying notes to financial statements)

UNIVERSITY OF TORONTO
SCHEDULE OF EQUITY IN PROPERTY, PLANT AND EQUIPMENT
FOR THE YEAR ENDED APRIL 30, 1987
(with comparative totals for the year ended April 30, 1986)
(thousands of dollars)

Schedule 4

	Ancillary Operations	Capital Funds	1987 Total	1986 Total
BALANCE, BEGINNING OF YEAR	\$9,260	\$749,127	\$758,387	\$599,109
ADD:				
Mortgage principal repayments	116		116	91
Capital funds expended on —				
Land		80	80	
Buildings		11,553	11,553	6,137
Equipment		10,214	10,214	337
Current operating funds expended on —				
Equipment		6,194	6,194	7,146
Library Books		6,804	6,804	5,685
Amortization of computing equipment		812	812	191
Restricted funds expended on equipment		7,699	7,699	9,769
Province of Ontario grants for debenture principal repayments				5,008
	9,376	792,483	801,859	633,473
Forgiveness of Province of Ontario Debentures				125,047
	9,376	792,483	801,859	758,520
LESS:				
Disposal of assets		1,216	1,216	133
BALANCE, END OF YEAR	<u>\$9,376</u>	<u>\$791,267</u>	<u>\$800,643</u>	<u>\$758,387</u>

(See accompanying notes to financial statements)

UNIVERSITY OF TORONTO
SCHEDULE OF RESTRICTED FUNDS
FOR THE YEAR ENDED APRIL 30, 1987
(thousands of dollars)

Schedule 5

	Endowment (and designated endowment) funds				Expendable funds					
	Balance April 30, 1986	Donations and other additions	Transfers	Balance April 30, 1987	Balance April 30, 1986	Grants and other additions	Investment income	Transfers	Disburse- ments	Balance April 30, 1987
Student aid	\$ 26,869	\$1,006	\$ 133	\$ 28,008	\$ 7,659	\$ 2,238	\$ 2,961	\$ 638	\$ 5,437	\$ 8,059
Departmental funds	14,336	871	863	16,070	17,975	9,923	2,768	(1,476)	10,088	19,102
Research funds	18,894	389	161	19,444	39,291	106,580	3,303	3,401	95,501	57,074
Miscellaneous funds	3,450		20	3,470	3,782	1,332	747	(200)	1,265	4,396
Faculty endowment funds	10,482			10,482	70		911		956	25
General endowment funds	4,726	779	6,151	11,656	1		470	(77)	392	2
Connaught fund	47,728		5,230	52,958	292		9,166	(9,361)	159	(62)
Connaught/Innovations fund	1,501			1,501	11		195		195	11
Update fund					8,034	26	730	1,305	244	9,851
I'Anson fund	4,527		1	4,528	830		588	(274)		1,144
	132,513	3,045	12,559	148,117	77,945	120,099	21,839	(6,044)	114,237	99,602
Ancillary operations	1,093	147	49	1,289	307	95	112	(49)	150	315
	<u>\$133,606</u>	<u>\$3,192</u>	<u>\$12,608</u>	<u>\$149,406</u>						
Comprising:										
Endowment funds	\$ 41,660	\$1,730	\$ 381	\$ 43,771						
Designated endowment funds	91,946	1,462	12,227	105,635						
Total	133,606	3,192	12,608	149,406						
Realised net gain and undistributed income on investments	3,038		7,627	10,665			7,627	(7,627)		
TOTAL FUND BALANCE	<u>\$136,644</u>	<u>\$3,192</u>	<u>\$20,235</u>	<u>\$160,071</u>	<u>\$78,252</u>	<u>\$120,194</u>	<u>\$29,578</u>	<u>\$(13,720)</u>	<u>\$114,387</u>	<u>\$99,917</u>

(See accompanying notes to financial statements)

**UNIVERSITY OF TORONTO
NOTES TO COMBINED FINANCIAL STATEMENTS
APRIL 30, 1987**

1. Summary of significant accounting policies and reporting practices

The financial statements have been prepared in accordance with accounting principles generally accepted for universities consistently applied within the framework of the accounting policies summarized below:

(a) Combined financial statements -

The financial statements of the University reflect the assets, liabilities, equity in property, plant and equipment, fund balances, income, expenditures and other transactions of the following individual fund groups which include all of the organizations under the jurisdiction of the Governing Council:

Fund Groups

- Current Operating Fund
- Ancillary Operations
- Capital Funds
- Restricted Funds

Interfund balances and transactions have been eliminated on combination.

(b) Fund accounting -

The accounts of the University are maintained in accordance with the principles of fund accounting in order that limitations and restrictions placed on the use of available resources may be observed. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds in accordance with activities or objectives specified. For financial reporting purposes, the University has combined funds with similar characteristics into the four fund groups noted above.

The Current Operating Fund accounts for the costs of academic, administrative and other operating expenditures of the University financed by fees, grants and other general income. It also records the assets, liabilities, funds committed for specific purposes and cumulative deficit relating to regular academic and administrative operations.

The Ancillary Operations group includes the following operations:

Unincorporated -

- Parking
- Residences
- Food and Beverage Services
- Hart House
- Guidance Centre
- University of Toronto Press
- Royal Conservatory of Music of Toronto

Incorporated -

- The Frederick Harris Music Co. Limited
- The University of Toronto Innovations Foundation

Expenditures for ancillary operations include both direct and indirect costs. Parking, residences, food and beverage services are operated on a fee-for-service basis.

Restricted funds of certain ancillary operations are included in the restricted funds group.

The Capital Funds group accounts for amounts expended and funds available to be spent on the building programme and includes funds to construct future parking facilities and to replace Devonshire House but excludes those of other ancillary operations. Capital funds include land, buildings and properties owned by the University and investments held for the building programme other than buildings, or substantial portions thereof, used exclusively for ancillary operations, capital equipment of ancillary operations and investments and funds held for the ancillary operations' building programme, which are recorded under ancillary operations.

The Restricted Funds group accounts for funds received for research and other special purposes other than building and operating programmes. As noted above, restricted funds of certain ancillary operations are included in this group of accounts. Some donations are in the form of an endowment whereby only the income earned on the funds is expendable for specified purposes; other donations are fully expendable for specified purposes. The endowment fund category includes funds designated as endowments by the Governing Council in the exercise of its discretion, rather than as a result of externally imposed restrictions. In such cases, the Governing Council may subsequently decide at any time to expend the principal. Assets consist of investments held for endowments, and cash and other investments available for expenditure.

(c) Federated and affiliated organizations -

These financial statements do not include the assets, liabilities and operations of the three federated universities: Trinity College, University of St. Michael's College and Victoria University, each of which is a separate corporate body with separate financial statements, nor does it include the four Federated Colleges: Knox, Regis, Wycliffe and St. Augustine which are affiliated with the University under the memorandum of agreement with the Toronto School of Theology. However, the current operating fund does include certain income and expenditures with respect to the University arts and science programme at the three federated universities. Income from student fees and government grants with respect to students registered in the arts and science program are included as income in the current operating fund, and academic salaries for federated university faculty appointed to the University of Toronto and teaching in the arts and science programme as well as grants to the three federated universities from the University are included as expenditures in the current operating fund.

(d) Accrual accounting -

The University follows the accrual method of accounting, recording income when earned and expenditures when incurred, except for research leave and sponsored research which are recorded on a cash basis.

(e) Investments -

In the financial statements, investments are reported as follows:

- (i) Fixed income investments are carried in the accounts at amortized cost plus accrued interest. When such investments are sold to permit re-investment, any gain or loss on sale is adjusted against the book value of the investments and amortized according to the maturity of the securities sold.
- (ii) Equity investments, are carried in the accounts at cost. When such investments are sold to permit re-investment, any gain or loss is added to or deducted from the capital of the fund.

(f) Inventory valuation -

Supplies and other inventories are stated substantially at the lower of average cost and market.

(g) Pension plan funding -

The accounting policy currently followed with respect to the funding of the University's pension plan is to charge against operations payments towards any unfunded liability, during the year in which such payments are made. In certain circumstances a surplus in the plan may be used to reduce the cost of current service contributions.

(h) Property, plant and equipment -

Land is carried at cost. Buildings and equipment acquired prior to June 30, 1971 are carried substantially at appraised values at that date. The subsequent acquisition of new properties, construction costs and equipment for new or rehabilitated buildings are carried at cost within the capital funds group. In the case of ancillary operations, buildings and equipment are carried at cost less accumulated depreciation.

Current Operating Fund expenditures include the acquisition cost as incurred of all equipment and library books, with the exception of computer equipment costing more than \$500,000. The cost of computer equipment not externally funded is amortized as a charge to operations on a straight-line basis over the lesser of seven years or the estimated useful life of the equipment.

Ancillary Operations record depreciation on buildings and equipment on a straight-line or declining balance basis, as an operating expense. In the case of residences and other buildings subject to mortgage, the annual mortgage payments are expensed in lieu of depreciation.

The building, works of art and books of Hart House are not reflected in the financial statements.

The University holds title to the lands and original buildings of Sunnybrook Hospital which it acquired for the sum of \$1. The property is leased in perpetuity to and operated by the Board of Trustees of Sunnybrook Hospital, a separate corporation.

(i) Contract research -

The overhead component of contract research is taken into income within the Current Operating Fund where it is applied towards general overhead expenditures recorded within that fund. The direct expenditure component of contract research and the related income is reported within Restricted Funds.

2. Investments

The market value of investments at April 30, 1987 was \$315,733,000 (1986 — \$271,795,000). The cost of investments at April 30, 1987 was \$296,514,000 (1986 — \$242,775,000). Investment income includes realised capital gains of \$12,970,000 (1986 — \$3,949,000).

3. Funds committed for specific purposes

(a) Current Operating Fund

The commitment of funds for specific purposes reflects the application of the Governing Council policy as follows:

(i) Carryforward of divisional appropriations —

In order to encourage the judicious timing and purposes of expenditures, the Governing Council has approved a policy of permitting divisions to carryforward unspent appropriations in one year for expenditure in the following year.

(ii) Purchase order commitments —

At each fiscal year end, there are a number of unfilled purchase orders, for which funds have been committed but for which the expense is not recorded until the goods or services are received in the following year.

(iii) Alteration and renovation projects in progress —

These funds represent the unspent appropriations in respect of such approved projects in progress at the end of the fiscal year.

(b) Ancillary Operations

The commitment of ancillary operations funds for specific purposes represents funds committed for the replacement of non-depreciable equipment, alterations and renovations.

(c) Capital Funds

Committed funds include monies held for the general building programme and specific projects for which government funding is not anticipated.

(d) Restricted Funds

Committed funds consist of grants and donations received for sponsored research, student aid, and other restricted purposes but not yet expended.

4. Long-term debt

Long-term debt consists of:

	1987	1986
Mortgages on student residences	\$ 8,406,000	\$ 8,495,000
Financing for construction	5,119,000	2,993,000
Mortgage on research building	800,000	
Demand loans	3,980,000	1,400,000
	18,305,000	12,888,000
Less: Current portion included in accounts payable	412,000	113,000
	<u>\$17,893,000</u>	<u>\$12,775,000</u>

(a) The mortgages on student residences, payable to the Canada Mortgage and Housing Corporation are payable over remaining terms of 17 to 42 years. The average interest rate paid on these mortgages during the current fiscal year was 6.71%.

(b) The University has financing arrangements with two trust companies for the construction cost related to student residences, Press warehouse expansion and the bookstore totalling \$5,119,000. The loans comprise \$2,969,000 maturing in August 1990 and \$2,150,000 maturing in April 1992 and are to be repaid in equal blended monthly instalments of \$30,220 and \$25,318 respectively. These loans carry an average interest rate of 10.9%.

(c) The mortgage taken back by the vendor with respect to the purchase of the Gage research building, is payable in equal annual instalments of \$200,000 without interest, maturing in January 1991.

(d) Demand loans outstanding at April 30, 1986 of \$3,980,000 are comprised of \$2,830,000 with respect to student residences and computer equipment and \$1,150,000 with respect to the Press warehouse expansion and bookstore. These loans carry interest approximating prime lending rates and may be converted to long-term financing at the option of the University.

5. Other commitments

(a) The estimated cost to complete capital projects in progress at April 30, 1987 which will be funded substantially by the government is approximately \$61,428,000 (1986 — \$53,632,000).

(b) The annual payments under various operating leases for which no liability has been recorded in these financial statements are approximately \$2,700,000 (1986 — \$3,500,000).

6. Contingencies

(a) The University has two programmes under which it guarantees bank loans to faculty and staff members to assist in the purchase or refinancing of their homes. The University holds mortgages as collateral security against such guarantees. At April 30, 1987, the amount of loans guaranteed was \$2,591,000 (1986 — \$2,839,000).

(b) The University's policy on mandatory retirement at age 65 and relevant provisions of the Ontario Human Rights Code was upheld by the Supreme Court of Ontario as not contravening the Canadian Charter of Rights and Freedoms. However, an appeal has been launched with the Ontario Court of Appeal.

No decision has as yet been rendered on this appeal. If the decision is unfavourable to the University this case could set a precedent and the financial effect upon the University could be significant.

7. Deficit of discontinued ancillary

The deficit of discontinued ancillary represents the accumulated deficit arising from the UTLAS operations which were sold by the University in 1985. The agreement required UTLAS to pay an annual fee to the University based upon their library automation revenue to the year 2000. In 1986-87 the fee payment was \$375,000 (1986 — \$327,000), reducing the deficit of the discontinued ancillary to \$9,705,000 (1986 — \$10,080,000).

8. Pension Plan

The most recent actuarial valuation of the pension plan at July 1, 1986 indicated a plan surplus of \$119,489,000 based on the actuarial valuation of assets of \$632,201,000 at that date.

On the advice of the University's actuary the 1986 method of valuing assets of the pension plan was changed. This had the effect of reducing the actuarial value of assets and the surplus as at that date by \$30,834,000. The new method of valuation reduces the impact of significant market changes from year to year.

During the year the Governing Council passed a resolution that the current service pension costs on behalf of the administrative staff amounting to \$6,852,000 be suspended for one year and an equal sum be added to the General Endowment. This comprises — Current Operating Fund \$5,370,000, Ancillary Operations \$704,000 and Restricted Funds \$778,000. The remaining current service pension costs were funded during the year, and expensed in the financial statements for 1987 in the amount of \$14,470,000 (1986 — \$21,234,000).

9. Comparative figures

Certain of the comparative figures for 1986 have been reclassified to conform with the 1987 presentation.



5 1/2 inches

least three years after their last sexual contact with an AIDS or ARC patient. Fifty-six percent of these contacts tested positive for the AIDS virus, and so far 14 percent of this group has developed AIDS.

Pathology

"AIDS is teaching all of us a very good lesson. We aren't there yet. We have to go back to square one to learn how to deal with it," says Dr. Bo Ngan, who won the Faculty of Medicine's Starr medal for his research in the pathology of AIDS. As a resident in pathology he was attracted to the study of AIDS because of its complexity and urgency.

"AIDS is an agent that deprives the body of immunity, so you get a lot of bugs and viruses growing. It's a very interesting syndrome to a pathologist because it's associated with so many diseases.

It's a chance to learn a lot about medicine. We're dealing with an epidemic with no cure."

Ngan set himself the task of documenting the degree of severity of the illness as indicated by the length of survival and the multiplicity of infections. Behind 22 AIDS deaths he found 13 cases of CMV or cytomegalovirus, which hits the vital organs of people with poor immunity, eight of Kaposi's sarcoma, which is cancer of the blood vessels, eight of pneumocystis carinii and smaller numbers of other diseases. ARC lasted the longest in those who did not have CMV infections. One of the 22 had lived for only a month and a half after AIDS developed; another survived for nearly 18 months with Kaposi's sarcoma but no other infections. The fewer the infections, the longer the survival.

"Some of the diseases are treatable if they're caught at early stages," says Ngan. "But AIDS patients get multiple infections and die."

Ngan is not a part of the AIDS network. He goes to Stanford University in July on a fellowship to work on diseases of the immune system. But he'd like to return to Canada, preferably to U of T.

Pneumonia

Dr. Douglas MacFadden, an immunologist at Toronto Western Hospital, had a patient referred to him from a smaller hospital whose illness had been misdiagnosed. The man had been given a steroid, methylprednisolone, as a treatment for non-infectious pneumonia. In fact he had pneumocystis carinii pneumonia, which needs to be treated with antibiotics. MacFadden cured him, but he realized that the steroid had probably helped — though according to conventional medical wisdom it shouldn't have.

About 70 percent of the AIDS patients who develop pneumocystis carinii pneumonia respond to antibiotics, but the others go into respiratory failure, a condition in which the lungs are not able to oxygenate the blood sufficiently, and 90 percent of these die. But not at Toronto Western. Using a combination of methylprednisolone and antibiotics, doctors there have dropped the mortality rate to 10 percent.

Other hospitals in Toronto are beginning to use this treatment with dramatic success. At Toronto General, Dr. Irving Salit, a specialist in infectious diseases, and Dr. Sharon Walmsley, a fellow in the same specialty, picking up on three single-case reports including MacFadden's, cured 100 percent of pneumocystis carinii pneumonia patients treated before the onset of

respiratory failure using a combination of methylprednisolone and antibiotics. The Western, General and Mount Sinai have started a double-blind, randomized trial of the treatment. It's likely that it will be picked up elsewhere once *The Lancet* publishes a paper describing it next month.

Other Studies

In another AIDS study at Toronto Western, MacFadden and Frank Kenny, a neuropsychologist, are trying to determine how AIDS affects the brain. As the central nervous system becomes infected before other signs of the disease manifest themselves, their work could lead to earlier diagnosis and hence greater possibility of control. They are observing three groups — patients with AIDS, ARC and positive HIV tests — to see whether any one group is more likely to show signs of dementia.

Doctors are watching haemophiliacs who were given transfusions before screening of blood donors and anti-AIDS treatment of blood began 18 months ago. A team working at the Hospital for Sick Children has found that 35 percent of haemophiliac patients are infected with the AIDS virus. One has developed AIDS and a few have ARC. A study of adult haemophiliacs at St. Michael's Hospital indicates that 60 percent have been infected. One patient has so far developed AIDS.

The haemophiliacs have frequent and detailed clinical and immunological analyses. On the theory that the AIDS virus behaves differently in different risk groups, Dr. Bernadette Garvey and Dr. Jerome Teitel, director and associate director of the St. Michael's clinic for haemophiliacs, are doing an immunological study of one particular segment of the population. Most of the patients they see are perfectly healthy even though they have been exposed to the virus. "We can have cautious optimism," says Teitel. "As every month goes by and people remain well that's another month of encouragement."

Dr. Stanley Read, a specialist in paediatric infectious diseases who, with Dr. Victor Blanchette, is running the study of child haemophiliacs, is involved in a number of other AIDS studies including the epidemiological one directed by Coates and a project funded by Health & Welfare Canada that is looking at the interferon system — by which cell development is inhibited — for clues as to who is likely to contract AIDS.

Working at Sunnybrook Hospital, biochemist Ami Klein has been studying a compound often found in the blood of homosexuals and haemophiliacs —

people at a high risk for AIDS — that could predict AIDS infection. Like the AIDS virus, it kills lymphocytes, white blood cells that produce antibodies and detect invaders. He is trying to isolate and identify the compound and to see whether it's characteristic of high-risk groups for AIDS and whether it precedes AIDS or is a result of the presence of the AIDS virus.

A similar sort of investigation is being carried out at HSC by Dr. Allan Lau, who is studying the tumour necrosis factor, a substance found in large amounts

in people with AIDS. An understanding of its role in the killing of white blood cells could facilitate the prediction of AIDS and shed light on the mechanism by which AIDS causes so much destruction. Lau's study is being funded by Health & Welfare Canada.

Good News

"There's a lot going on here," says Lewis. "The trouble is, though, we've got only six or eight people doing it, and we can't do everything. What we need are more people to jump on the bandwagon."

The bandwagon appears to be on the way. Health & Welfare recently announced a career awards program for AIDS researchers. And the Ontario government has pledged \$1.5 million for a virus isolation laboratory at U of T that is to be a centre for research into the diagnosis and treat-

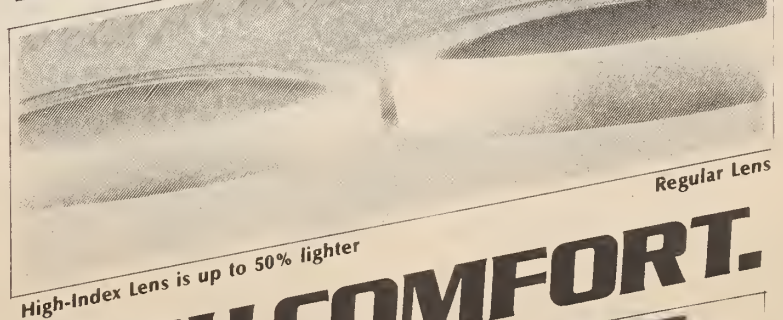
ment of AIDS. It will look at the efficacy of existing treatments and the possibility of new ones.

Meanwhile, the drugs we have can for a time halt the rampage of the virus and allow patients to survive until a more definitive therapy is available. "People asked me why I would bother to save someone who was going to have to go through hell later," says MacFadden. "To a certain extent that might have been true earlier on. But now that we're starting to develop reasonable treatments, all that has changed."



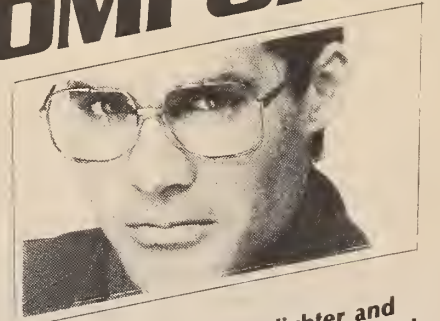
Pathologist Bo Ngan: "We're dealing with an epidemic with no cure."

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IMPERIAL
OPTICAL
CANADA

University of Toronto and University of Toronto Staff Association Salary and Benefits 1987/88

I am pleased to recommend the attached protocol covering salary and benefit changes for 1987/88 for the non-unionized administrative staff which was agreed upon by representatives of the Staff Association and my negotiating team under the Process Related to Discussions Between UTSA and the University on Salary and Benefits. The protocol was approved by the UTSA Board of Representatives June 15.

In my judgement the terms of settlement provide appropriate compensation and are fiscally responsible. They also address other key issues raised by the Staff Association.

I would like to take this opportunity to thank the members of the Staff Association's team:

Rose Marie Harrop (Chairperson)
David Askew
Nancy Okada
Damon Chevrier
Jack Branker
Margaret McKone
Edith Sinclair

and my team:

Alec Pathy (Chairperson)
Donna Crossan
Ed Janzen
Bill Kent
Mary Ann Ross
Stu Whittington.

G.E. Connell
President

The parties hereto agree to recommend to their respective principals the following proposals to settle salary and benefit changes for 1987/88.

1. Salary increase for the year 1987/88, effective July 1, 1987, to be an across-the-board increase of 4.7 percent or \$1300 (whichever is greater) plus merit.
2. Salary Range structure to be increased by 4.7 percent or \$1300 whichever is greater.
3. Human Resources will advise Principals, Deans, Directors and Chairs that job-sharing arrangements may be entered into under the policy "Hours of Work" by agreement between the head of the Department and the persons who will be involved in the job-sharing arrangements.
4. Premium increases for existing benefits that are not occasioned by an upgrading of the benefits shall not be a first charge against salary increases as in the past, but shall constitute part of the total compensation for any given year.
5. The dental plan will be adjusted to the 1986 ODA fee schedule for the 1987/88 year.
6. Vacation entitlement for all full-time administrative staff will be improved as per Appendix I.
7. Vacation entitlement for full-time non-managerial administrative staff will be improved to provide 12 days vacation after 1 vacation year.
8. LTD augmentation for those whose disabilities pre-dated the existing LTD policy will be provided in accordance with Appendix II.
9. Up to 2 days paid leave will be granted to a father upon the birth or adoption of a child. Such leave must be taken within the first month of the birth or adoption.
10. The provisions for part-time appointments for the purpose of child care presently in place for staff covered by Group A in the Overtime Policy shall be extended to all administrative staff and the provisions will become policy within the Manual of Staff Policies.
11. UTSA's proposal that administrative staff be allowed the option of receiving four years of salary over five years to allow for a year's leave will be referred to the Liaison Committee and in the absence of agreement will form part of the salary and benefit proposals for next year.
12. A task force composed of four persons, two appointed by UTSA and two

by the University, will be established to investigate benefits.

13. Any staff member elected or appointed to Governing Council or its standing committees, or to a Presidential committee or other joint University/staff committee must be allowed appropriate time off to attend meetings. Staff members will advise their supervisor of the requirement to attend such meetings and give reasonable notice where practicable.

14. The Personal Leave Provision of the Leaves of Absence Policy appearing in the Manual of Staff Policies will be amended as follows:

Employees may be granted paid personal leave for up to three days in any year (July 1 — June 30) for legitimate personal reasons. Where practicable, requests for leave will be made in advance of the day or days for which leave is being requested. Permission for leave will not be unreasonably withheld.

15. The terms of reference of the Liaison Committee are extended with the addition of the following:

To provide a forum for consultation on issues relating to Environmental Health and Safety.

16. The University will establish a Presidential Advisory Committee of no more than 12 members to develop a pay equity plan as required under pay equity legislation. UTSA will be invited to nominate 3 members of this Committee if the Committee has no more than 10 members and to nominate 4 members otherwise.

17. The 1982 Pension Agreement dated March 17, 1982 headed *Agreement Arising from the Reports of the Pension Plan Task Force*, is terminated upon the following conditions: effective July 1, 1987, the Pension Plan be amended as follows:

- a) The formula for indexation to be improved to provide for CPI minus 4 or 60 percent of CPI whichever is the greater. In this context CPI is the Canada Consumer Price Index.
- b) Improvement for part-time pensions to be consistent with the proposed amendment to the Pension Benefits Act of Ontario which requires equivalent pension benefits for part-time employees.
- c) Improvements in the pre-retirement death benefit. This improvement also anticipates proposed mandatory improvement contained in the proposed revisions of the Pension Benefits Act.

d) The pensions of retirees to be augmented as follows:

Group #	Date of Retirement	
1	prior to July 1, 1979	15%
2	July 1, 1979 to June 30, 1980	12.5%
3	July 1, 1980 to June 30, 1981	10%
4	July 1, 1981 to June 30, 1982	8%
5	July 1, 1982 to June 30, 1983	6%
6	July 1, 1983 to June 30, 1984	4%
7	July 1, 1984 to June 30, 1985	2%
8	July 1, 1985 or later	nil

e) The University agrees that no change will be made in the pension plan with respect to non-union administrative staff which would reduce the accrued pension or the benefits earned by a member without the consent of UTSA during the currency of the process agreement between UTSA and the University. (*Process related to discussions between UTSA and the University on salary and benefits — January, 1980 Revised April, 1984.*)

f) A Pension Advisory Committee to be established with 2 representatives of UTSA on the Committee. See Appendix III attached hereto.

g) Where the Pension Plan is in a surplus position, at the University's discretion and subject to the provisions of the Pension Benefits Act, any surplus

or a portion thereof may be used to reduce the University's contributions, subject only to the approval of the actuaries who shall determine by actuarial valuation whether the Plan is in a surplus position. The actuarial valuation is to be conducted in accordance with generally accepted actuarial principles and practices based on assumptions established by the actuaries from time to time which are, in their opinion, adequate and appropriate in view of the circumstances of the Plan.

In the event that the applicable legislation requires amendment of the Pension Plan to allow surplus to be used to reduce the University's contributions, the parties agree that the Plan shall be so amended.

h) The University agrees that there will be no increase in the rate of employee contributions without the agreement of UTSA during the currency of the process agreement between UTSA and the University.

June 15, 1987

THE UNIVERSITY OF TORONTO
THE UNIVERSITY OF TORONTO
STAFF ASSOCIATION

APPENDIX I

1) Vacation entitlement for full-time managerial staff as defined in the Manual of Staff Policies shall be improved as follows:

Length of Service	Vacation Entitlement
1 to 11 vacation years	20 days
12 to 13 vacation years	21 days
14 to 15 vacation years	22 days
16 to 17 vacation years	23 days
18 to 19 vacation years	24 days
20 vacation years	25 days

2) Vacation entitlement for full-time administrative staff not included in 1) above:

Length of Service	Vacation Entitlement
10 to 11 vacation years	20 days
12 to 13 vacation years	21 days
14 to 15 vacation years	22 days
16 to 17 vacation years	23 days
18 to 19 vacation years	24 days
20 vacation years	25 days

APPENDIX II

That in connection with the Long Term Disability Plan a one-time-only lump sum payment will be made on October 1, 1987, and on October 1 of all succeeding years on the following basis:

- (a) to those individuals whose disability commenced prior to June 30, 1980 and who are not eligible for any indexation: an amount equal to a percentage of their annual benefits payable as of October 1 that represents the economic increase awarded the July 1 of the same calendar year;
- (b) to those individuals whose disability commenced between July 1, 1980 and June 30, 1981 and eligible for a 3 percent indexation: an amount equal to the percentage of their annual benefits

payable as of October 1 that represents the economic increase awarded July 1 of the same calendar year, less the 3 percent indexation;

(c) where there is a difference in the average economic increase awarded to employees in the Faculty and Staff Associations, the higher of the two economic increases will be used in the above calculations;

(d) this economic increase will also be the figure to be used in calculating the amount of indexing to be provided, within the provisions of the Long Term Disability Plan, to individuals whose disabilities commenced subsequent to June 30, 1981.

APPENDIX III

Pension Advisory Committee

The University proposes that the members of the University of Toronto Pension Plan establish an Advisory Committee.

The purposes of the Advisory Committee, its powers and the representation of employees on the committee shall be provided in Section 25 of Bill 170, *An Act to Revise the Pension Benefits Act*.

In addition to the rights established in Bill 170, the Advisory Committee will have the right to review the performance of the Pension Fund, and to meet at least semi-annually with the Presidential Investment Advisory Com-

mittee. The Pension Advisory Committee shall be entitled to express its views and make recommendations to P.I.A.C. regarding existing policies, new or revised investment policies, and to make recommendations regarding the selection of investment counsel for consideration by P.I.A.C.

In the event no Pension Advisory Committee is established by the members of the Pension Plan, the University will recognize a committee of two persons, appointed by the Staff Association, which shall have all the rights of a Pension Advisory Committee set out above.

PERSONNEL NEWS

Payroll Distribution Procedures — Postal Strike
In the event of a full or rotating postal strike we will alter our usual payroll distribution procedures in an effort to minimize late payments.

June Monthly Payroll
Delays experienced by staff members who have their monthly pay deposited to larger banks and trust companies will be minimal. If your bank has not received your salary deposit, please ask the branch to call 978-2151 for confirmation that a deposit has been forwarded.

Monthly Salary Cheques Mailed to Staff Members' Homes
Staff members who have their monthly pay forwarded to their home may pick up their June cheque from the Payroll Department, third floor, 215 Huron St. The office is open Monday through Friday, from 8.45 a.m. to 5 p.m. *Identification will be required (e.g. driver's licence).* A bank authorization card may be completed at the Payroll Department to avoid any future inconveniences.

Monthly Statements of Earnings and Deductions
Statements mailed to non-campus addresses will likely be delayed as a result of the postal disruption. Information regarding the details contained in the statement cannot be provided over the telephone because of its confidential nature.

The above procedures will continue for the duration of the strike. Should you have any further questions, please call the Payroll Department at 978-2151.

Please note: If there is a last minute settlement, normal procedures will apply.

Dental Plan Adjustment
Effective July 1 the dental plan will be adjusted to the 1986 Ontario Dental Association fee schedule. Since dental premiums are paid one month in advance, monthly premiums will be increased for active staff on the June pay as follows:

Coverage	Staff Member Cost	University Cost	Total Cost
Single	\$ 4.49	\$17.94	\$22.43
Family	\$10.04	\$40.18	\$50.22

Seminars and Courses
The following staff training and development programs are especially designed to meet the needs of University of Toronto staff. For more information please call Elaine Preston at 978-6496.

The Media and You (half day)
Providing guidance to administrators and academics who deal with media on behalf of the University. Wednesday, Aug. 5.

Managing Work Performance Problems (one day)
To assist managers and supervisors in the supervision of staff members who are having problems performing on the job. Wednesday, Aug. 12.

The Troubled Employee (half day)
To assist managers to understand how to handle an employee who is having difficulties at work as a result of personal problems. Prerequisite: Applicants must have attended the Managing Work Performance Problems seminar. Friday, Aug. 14.

The Hiring Decision (one day)
Supervisors and managers who are responsible for hiring will find practical guidelines to help them successfully match job candidates with the job and work environment. Wednesday, Aug. 19.

Career and Life Planning (two days)
Exploring career and life goals for those staff who are seriously interested in career development. Wednesday, Aug. 26 and Friday, Aug. 28.

Job Openings
Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (6) Margaret Graham; (7) Sandra Winter; (9) Janice Draper; (10) Susan Mifsud.

Applications Programmer Analyst I
(\$21,330 — 25,100 — 28,870)*
NCIC Epidemiology Unit (6)

Applications Programmer Analyst II
(\$25,970 — 30,550 — 35,130)*
Computing Services (3), Information System Services, two positions (3)

Assistant to the Registrar
(\$23,440 — 27,580 — 31,720)*
Graduate Studies (6)

Clerk III
(\$17,670 — 20,790 — 23,910)*
Private Funding (6)

Clerk Typist II
(\$16,190 — 19,050 — 21,910)*
Graduate Studies (6)

Clerk Typist III
(\$17,670 — 20,790 — 23,910)*
Law (6), Dictionary of Canadian Biography (4), Continuing Medical Education (2), Management Studies (10)

Laboratory Technician II
(\$21,330 — 25,100 — 28,870)*
Ophthalmology (1), Medicine (1)

Research Officer III
(\$28,790 — 33,870 — 38,950)*
Occupational & Environmental Health (6)

Secretary I
(\$17,670 — 20,790 — 23,910)*
Canadian Liver Foundation, 50 percent full-time (6), Law, two positions (6)

Secretary I
(\$8,835 — 10,399 — 11,995)*
Fine Art, sessional, Sept. 1 — May 31 (10)

Secretary II
(\$19,270 — 22,670 — 26,070)*
Research Administration, three positions (6), Electrical Engineering (10), Management Studies (10), Dean's Office, Medicine (2), Health Administration, two positions (6), Law, two positions (6), Graduate Studies, two positions (6)

Senior Systems Auditor
(\$41,670 — 49,020 — 56,370)*
Internal Audit (1)

* Effective July 1, 1987.

U of T policy on foreign students

A U of T policy on foreign students was approved by Governing Council June 25.

In May, Provost Joan Foley presented the policy to the Academic Affairs Committee in response to last year's report of the Presidential Task Force on Foreign Students.

Adopting the principles put forward in the report, the policy says that:

- foreign students are welcome in all programs
- academic merit is the primary criterion for their admission
- students from as many different countries as possible should be enrolled
- the special needs of foreign students resulting from cultural differences, financial burdens and legal constraints should be taken into account
- a foreign student, once admitted to a degree program, will have access to the courses required to complete that program on the same basis as other students.

Kathryn Taglia, former treasurer of the Graduate Students' Union and a member of its visa student committee, welcomed the policy but regretted its failure to mention the importance of foreign students to the University and to the country. Foley agreed to a request from Taglia and other committee members that a preamble outlining the reasons for seeking foreign students be added.

In a letter submitted with the policy, Foley said several task force recommendations can be dealt with administratively or through the enrolment policy rather than through the foreign students policy.

- She also said the University will:
- encourage the Ministry of Colleges & Universities to broaden the range of exemptions to differential fees, provided basic funding is maintained
 - apply differential fees equitably across all programs, if permitted by the ministry
 - redirect bursary funds where possible to allow larger scholarships for foreign students who win the Open Scholarships
 - ask the government to double the number of Ontario Graduate Scholarships available to foreign students
 - take into account the needs of foreign students, especially couples and families, in the expansion and renovation of residence facilities, and consider the possibility of establishing an international residence
 - urge the government to allow spouses of foreign students to be employed in Canada
 - more actively seek student exchanges
 - develop guidelines for the use of English tests for admission purposes.

Room to rent?

If you have a room to rent, the U of T Housing Service would like you to consider a university or college student. It serves thousands of students from U of T, Ryerson, the Ontario College of Art and Radio College of Canada. You can list your room or apartment on the free housing registry by calling 978-8045.

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1986 OCUFA teaching awards

The Ontario Confederation of University Faculty Associations (OCUFA)

History award

History professor John Beattie, Acting director of the Centre of Criminology for 1986-87, has been awarded the Wallace K. Ferguson Prize by the Canadian Historical Association for his book *Crime and the Courts in England, 1660-1800* (Princeton University Press, 1986). The prize is given for the best book on non-Canadian history written by a Canadian. Earlier this year, Beattie won the American Historical Association prize for this book.

presented eight Ontario university professors with its teaching awards for 1986 at a luncheon in Toronto June 12. The winners were selected for superior work in such instructional areas as the classroom and/or laboratory, for course preparation, team teaching, and audio-visual presentation.

They are: Susan Corey, Department of Zoology, University of Guelph; Emil Hayek, Faculty of Law, University of Ottawa; Raffaella Maiguashca, Department of Languages, Literatures & Linguistics, York University; John Pugh, School of Computer Science, Carleton University; Andrew Tomeik, Department of Visual Arts, York University; Cicely Watson, Higher Education Group, OISE; Otto Weininger, Department of Applied Psychology, OISE; and Robert Witmer, Department of Music, York University.



The glories of the cellar

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5 - 11:30 p.m. — Monday to Saturday

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BOOKS BY UNIVERSITY OF TORONTO STAFF

June

Witness against War: Pacifism in Canada, 1900-1945, by Thomas P. Socknat (University of Toronto Press; xxii, 370 pages; \$35 cloth, \$16.95 paper). A critical chapter in the Canadian peace movement's history is recalled in this account, which reveals much about the movement's early religious and humanist roots.

Putting the Charter to Work: Designing a Constitutional Labour Code, by David M. Beatty (McGill-Queen's University Press; xxii, 252 pages; \$30 cloth, \$14.95 paper). Focusing on legal practice as it functions in labour law, the author investigates the extent to which judicial review offers a means to the enhancement of social justice in our community.

The Old French Crusade Cycle — Volume VII: The Jérusalem Continuations, Part 2: La Prise d'Acre, La Mort Godefroi, La Chanson des Rois Baudouin, edited by Peter R. Grillo (University of Alabama Press; liii, 231 pages; \$37.50 US). The cycle consists of a series of epic poems concerning the First Crusade. These three poems, composed during the second half of the 13th century, give a pseudo-historical account of the first century or so in Outremer and celebrate a strong monarchy that rewards faithful subjects and refuses intimidation by its partner, the Church. The fate of Christian Palestine is shown to rely greatly on highborn newcomers close to the house of France.

May

Effects of Injury on Trigeminal and Spinal Somatosensory Systems (Neurology and Neurobiology, Vol. 30), edited by Lillian M. Pubols and Barry J. Sessle* (Alan R. Liss, Inc., New York; 572 pages; \$86 US). This volume reviews the effects of injury on somatosensory systems of the orofacial area and other body regions. It emphasizes the application of research to clinical situations, identifies controversies and gaps in knowledge and new methodologies and future directions, and presents studies dealing with peripheral and central regeneration, pathophysiological effects of injury to the nervous system and mechanisms underlying recovery and alteration of function following injury.



Toronto peace march to the cenotaph organized by the Women's International League for Peace and Freedom, Armistice Day 1935, from *Witness Against War*.

Catching Up March

Progress in Immunology VI: Sixth International Congress of Immunology, edited by Bernhard Cinader and Richard G. Miller (Academic Press Inc., Harcourt Brace Jovanovich; 1,134 pages; \$288.75 cloth, \$113.95 paper). Papers from the proceedings of the Sixth International Congress survey and evaluate most of the important research that has been done world-wide since the publication of *Progress in*

Immunology V in 1983, provide a comprehensive state-of-the-art overview of the field of immunology as it existed at the time of the congress, and allow some speculation concerning recent trends and developments in modern immunology, AIDS research for example, and point to directions that future research may pursue.

* U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.

PHD ORALS

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Monday, July 6

Carlos Hugo Faerman, Department of Physics, "The Nature of Intermolecular Forces in Molecular Crystals." Prof. S.C. Nyburg.

Denise Theresa Reid, Department of Education, "Motor Development in Children: A Test of the Vertical Structure Hypothesis." Prof. R. Case.

Winnie Van Lem, Department of Anthropology, "The Persistence of the Family Farm in Languedoc, France: Social Relations and the Politics of Production among the Petty Commodity Wine-Growers of Murviel-les-Beziers." Prof. S.B. Philpott.

Monday, July 13

Linda-Lee O'Brien-Pallas, Institute of Medical Science, "Analysis of Variation in

Nursing Workload Associated with Patient's Medical and Nursing Diagnosis and Patient Classification Method." Prof. J.E. Till.

Thursday, July 16

Melanie Dawn Jones, Department of Botany, "The Role of Ectomycorrhizae in the Tolerance of *Betula papyrifera* to Copper and Nickel." Prof. T.C. Hutchinson.

Wednesday, July 22

David Steward Mole, Department of Economics,

"Aspects of Canadian Financial Development: 1900-1940." Prof. I.M. Drummond.

Thursday July 23

Parthasarathy Bagchi, Department of Statistics, "Bayesian Analysis of Directional Data." Prof. I. Guttman.

Sucharita Ghosh, Department of Statistics, "Some Tests of Normality Using Methods Based on Transforms." Prof. A. Feuerverger.

POSITIONS ELSEWHERE

Notice of the following vacancy outside the University has been received by the Office of the President.

University of California
Director of the Lawrence
Livermore National
Laboratory
Applications and nomina-

tions should be received no later than July 15 and addressed to: The President, University of California, 714 University Hall — LLNL, Berkeley, CA 94720

Earth sciences costs

On the recommendation of the Business Affairs and Planning & Resources Committees, Governing Council, at its June 25 meeting, approved the additional expenditure of \$9.3 million on the Earth Sciences Centre project.

At the Executive Committee meeting of June 16, Gerald Townsend, chair of Business Affairs, explained that the Liberal government had been asked to increase the \$30 million contribution promised by the Conservatives in 1983 but would not provide the equivalent in 1987 dollars.

In December 1985 Governing Council approved a cost of \$46.1 million for the

project. Since then, the cost and length of time of construction have increased. In addition, the project will incur about \$2 million in interest costs as funds from the government and the private sector lag behind the construction payment schedule. The estimated cost is now \$55.4 million, including interest.

According to the revised schedule, \$30.6 million will come from the Ministry of Colleges & Universities, \$8.8 million from Update funds, \$12 million from other private funding, \$2 million from the general building fund and \$2 million (for interest costs) from the operating fund.



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MEMBERS & GUESTS ONLY

Taking goodness seriously

by Wilfred Cantwell Smith

Following is the address given by the honorary graduate, Wilfred Cantwell Smith, 3T8, professor emeritus of the comparative history of religion at Harvard University, at the Convocation for the School of Graduate Studies June 8.

Forty-nine years ago I sat in this hall and came forward to this platform to receive my first degree. That was a big moment in my life; and the four years that I had spent on this campus acquiring knowledge, friendships, vision, have been matched since only rarely. To return today for the great honour that is done me with this further degree, is a moving experience; I am indeed grateful.

I have been asked, also, to reflect on this day for you: you who are receiving not your first, but a higher, degree, and are setting out on the great venture not merely of being recipients and beneficiaries of the values and knowledge that a university enshrines and bestows, but of becoming practitioners of them, and in some cases also contributors to them. In addition, apart from the professional ventures on which you are about to launch, with all the importance that that holds for you and your friends, there is the still more important issue, of course, for you, for your friends, for society, of your setting forth on the general matter of living in the world. It has always been recognized that the question of living a human life — how to do that; and especially, how to do it well — is a momentous one. In your case, it has a new and formidable complication: of humanly living in a world in its current phase and its coming decades. You will be both victims and fashioners of the next phase of human history: a daunting and exhilarating prospect!

As you set forth, fresh, my life is moving towards its close. A tradition has come down to us that old men tend to feel that the world is sliding downhill; and they hold forth on the sorry state of affairs that increasingly confronts the younger generation. I could fall into that pattern easily enough. You, however, do not need to be told any such thing: you yourselves are well aware of the grounds for a disheartening reading of the current situation. Each day's news brings new evidence. Let me rather suggest grounds for hope and good cheer; for confidence and resolve. I do not at all know what things will be like when you reach in your lives my present stage; one does not know even whether human life will last that long. There are, however, reasons for rejecting not only pessimism but indifference and resignation.

I have been privileged to spend my academic life coming to know first a particular civilization other than our

own, the Islamic, in its present-day development and later its classical and medieval past; and subsequently to branch out to study the cultural history of the world. I have observed both the rise and the fall of great civilizations. In the past, a civilization could decline and even disintegrate but another somewhere else would flourish; whereas today there is obviously the danger that if our western civilization collapses we shall probably bring down the rest of the world about our ears in a shared disaster. Furthermore, no historian can fail to perceive the stupidities and absurdities of human beings, the greed and wickedness, and the devastation that these produce. Last century Lord Acton summed up his study of world history in a single sentence: "Power corrupts; and absolute power corrupts absolutely." Events since his time would modify that perhaps only in a new direction: he was thinking of individuals, whereas today we might wonder whether it applies also to societies and to our civilization; and to subtle things like the shift of science from the pursuit of truth to the production of knowledge, especially knowledge for use and control; and applies also perhaps to classes in society, including in our culture the so-called middle class, with then the possibility of fairly ordinary people, especially university graduates, becoming (by world standards) relatively wealthy. Affluence means power; and power still corrupts.

Nonetheless, it is my observation, and I would urge it on you strongly, that there is, there throughout has been, a continuing and pervasive human tendency to recognize goodness and to respond to it. No doubt this has been effective only very partially. Always it has been limited, so that one's sense of what is good — let alone one's response to it — has been an approximation only. It is therefore different from another person's or group's sense. And what it leaves out has often been as important, at times even more important, than what was included. Often this tendency towards the good has been crowded out by other human tendencies competing within us, towards self-aggrandizement or -gratification or worse. Often it has been defeated, by a minority with sufficient power to annul its outward operation. Often it has been deflected and exploited for evil ends, by oneself unconsciously or otherwise, and by one's neighbour. Nonetheless, it is there. The course of human history shows the persistence, and the virtual universality, of our human propensity to reach out towards — or shall we say, to be reached by — what is higher than ourselves. Feeble it may be; distorted it may become; manipulated it easily is. Nonetheless, the propensity is there.

It can be built upon, or neglected. The choice is important; yet still more important is the fact that it is there.

Hypocrisy is the tribute that vice pays to virtue, said Oscar Wilde — the recognition even by those who choose wickedness that goodness, rather, is standard. In a democracy, politicians are often hypocrites, realizing that if they do not at least pretend to be virtuous, to have some principles, some vision of social good, ordinary voters will throw them out. Social scientists have thwarted the meaning of the term "legitimate", saying that of course a ruler must take steps to legitimate his rule; in saying this they are both recognizing and hiding the fact that humanity tends to assume or to insist that the social order should be just — even if the ruler himself does not share the feeling, nor the social scientist. Of modern secular culture the orthodox dogma is that each person should look out for him- or herself, and should make as much money as possible; yet when it turns out that someone in the stock market, for instance, has done that by cheating and lying, people are still shocked and society imposes penalties. On a larger scale, historians for a time endeavoured to investigate the causes of a given society's or civilization's falling apart; whereas we can now realize that what is striking is that sometimes societies or civilizations do not fall apart, but manage to keep going, or even to flourish, despite selfishness and corruption and competitiveness and all the other human frailties that beset each of them. Recent history has sobered us to the point of our being able to recognize (what before was perhaps taken so much for granted as not really to be noticed) that along with all the negative factors, and they are many, there has been everywhere and always a major dose of human sensitivity to what is good and true and beautiful, to use Greek terms; to what is right and wrong, to use another vocabulary; to transcendence, to use still another. Without this, human history would be quite incomprehensible; and certainly would not have got even this far. Without it, civilizations would have fallen apart as soon as they arose. What I have called the human capacity to recognize goodness and to respond to it is simply an empirical fact.

I say "simply"; yet actually it has been complex — and prodigiously important. What I am suggesting is that each of us does well to recognize this fact, and to take it seriously. The capacity to recognize goodness and to respond to it is a basic element of the human condition; and one does well to take it seriously both in one's own life, and in that of others. Few things will be more important for each of you, over

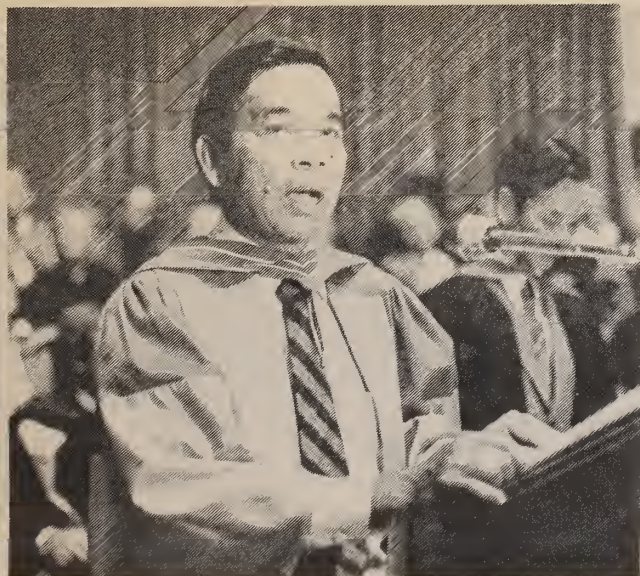
the next 40 or 50 years, than the question of how seriously you take this dimension, both in your own life and in that of others. Your relations with other people, and with yourself, will turn on this; and for that matter your relation with sunsets, and with dying when it comes your turn to die, and with a nuclear holocaust if that proves to be our destiny, and meanwhile your relations with the skills that you have learned here at the University and with the profession that you now set forth to practice. To do well whatever you do raises the question of what "well" means, what "good" means, and how important to you goodness in this case is. To recognize, if you are doing research, that truth is good, and to that extent, at least, "value-free knowledge" is self-contradictory, as well as by definition worthless; to treat other people, as Kant insisted, as ends in themselves, never merely as means to ends; to reflect on whether whatever it be that one is pursuing is in fact worth pursuing — that is, is in fact good: all these matters, and much, much more, are involved in this issue. As you begin a new chapter in your lives, I suggest that it would be obtuse not to give this serious attention.

It is greatly rewarding, but also simply intelligent, to give serious attention to the capacity for good also in the world around us. Let us appreciate the dignity and worth of our fellow human beings, their potential to rise to challenge. If hypocrisy is pretending to virtue that one does not have, cynicism is blindness to virtue that others do have. Again, a study of human history can document the fallacy and feebleness of both attitudes: in the long run certainly, but usually even in the relatively short. Politicians insult us not only when they appeal to ideals in us that they themselves do not feel, but also when their speeches imply that we have no concerns other than self-interest. Modern advertising cultivates these distractions; but let us not succumb. We can all be corrupted; but it is a corruption, of something noble — attested in the laughter of children, the penetrating protests of artists, the daily courage and kindness of friends, and much, much else. Goodness is a dimension of ourselves and of our world. Those of you who will be nurses or foresters or research scientists or whatever will do your work and live your lives in a human and cosmic context that it would be inept to ignore, and about which it would be foolish to be either hypocritical or cynical.

Good wishes to you all. In olden days one might have closed these remarks with the world "farewell". May I suggest that we take that with our emphasis on the "well".

Spring Convocation

Hong Kong businessman and philanthropist Cheng Yu-Tung (left) received an honorary degree at the Convocation June 19 for the Faculty of Law and St. Michael's College. In his address, Cheng said that the majority of today's Hong Kong immigrants to Canada were very active in business and social and professional activities and could be invaluable in Canada's attempts to further its Pacific trade. Among the happy graduates at this spring's ceremonies were Angela Malfatti (left) and Sharon Machacek, both graduating with a BA after four years at Victoria College.



RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Canadian Diabetes Association

The association has announced an extension to the upcoming research grants deadline date from July 15 to July 30. In addition, a number of changes have been made to the grant-in-aid application forms for this competition. Investigators may obtain the new form from either ORA or the research office in the Faculty of Medicine.

Health & Welfare Canada Child Sexual Abuse

Funds are available for literature reviews and annotated bibliographies on issues related to child sexual abuse. Specifically, reviews should focus on the following topics: prevention; organizational or system change; training programs and treatment.

Reviews should summarize the relevant literature, identify knowledge gaps, discuss methodological issues, suggest indicator requirements and research questions which should be pursued on a priority basis.

A brief proposal in writing must be submitted on or before July 10.

Habilitation and Rehabilitation

Funds are available for proposals for multidisciplinary research aimed at developing and evaluating outcome measures suitable for clinical applications, clinical and programmatic research and assessment techniques appropriate for the evaluation of rehabilitation needs.

A letter of intent must be submitted no later than July 17.

Investigators are reminded that the usual University signature requirements are in effect for both proposals. Further details on topic, scope and format may be obtained from ORA.

NHRDP Special Training and Career Awards for AIDS Research

These new post-doctoral research fellowships are

offered to candidates who have completed all formal academic training and who wish to acquire up to two years supervised research experience in an established AIDS research setting. Applications should be submitted on form NHRDP-48 and comply with general instructions in the NHRDP Career Awards Guide, 1985-86.

For these fellowships only, placements outside Canada can be considered and applications may be submitted at any time.

National Health AIDS Research Scholar Awards

These new awards are offered to investigators with proven research abilities in order to pursue AIDS research on a full-time basis for a period of up to two years. Applications should be submitted on form NHRDP-48 and comply with general instructions in the NHRDP Career Awards Guide.

Applications may be submitted at any time.

NHRDP Short-term Visiting Research Program for AIDS Researchers

These new awards are offered in two categories: (1) Canadian researchers who wish to spend up to three months at an established AIDS research centre in Canada or abroad for training and development; (2) researchers outside Canada, sponsored by a Canadian institution, who have expertise and knowledge to share with Canadian researchers.

Preliminary letters of intent are to be submitted to the national health research and development program of Health & Welfare Canada. Detailed applications will be invited from acceptable applicants. Investigators are reminded that the usual University signature requirements are in effect for this program.

NHRDP AIDS Project Development Initiatives

Under this new program, funds may be requested for small-budget projects in the developmental stage or for meetings at which the possibility of expanding existing projects to other

centres would be discussed. Interested researchers are invited to write to the NHRDP indicating the nature of the project, the proposed activities and anticipated project costs. Detailed applications will be invited from accepted proposals.

1987 AIDS Research Grants

Full research proposals are invited on public health/epidemiology, psychosocial, clinical, biochemical and laboratory AIDS issues. Applications should be submitted on grant application form NHRDP-1. Deadline for submission is August 17.

Further details on any of these programs, together with the appropriate application forms, may be obtained from ORA.

Medical Research Council

A new deadline has been announced for scholarship and new development grant applications: September 15, 1987 only. This supersedes the Aug. 1 and Feb. 1 deadlines for scholarships and new development grants.

Natural Sciences & Engineering Research Council

Researchers are reminded of the NSERC policy on conflicts of interest and the need for open declaration of all situations in which there is the potential of real or perceived conflict of interest. The council's policy on this matter is stated in paragraph 216, NSERC 1986-87 Awards Guide.

"A grantee or co-investigator must not have any financial or personal interest, either direct or indirect, in any of the transactions chargeable against NSERC grants. A grantee in doubt as to possible conflict of interest relating to a particular transaction must consult the research grants officer at the university and abide by university policy. If there is no university policy or regulation on this matter, the research grants officer will consult NSERC for an appropriate ruling.

"Grantees who claim travel expenses against their own grant may be considered in a position of conflict of interest when they authorize payment of those expenses from the research grant. In these circumstances, many universities require that the grantee's claim be countersigned by the dean or head of department before payment is made. NSERC supports this requirement which is in line with the normal practice that financial authority not be exercised by a claimant when there is a possibility of conflict of interest."

Upcoming Deadline Dates

Alberta Heritage Foundation — medical research fellowships tenable at Alberta universities; conferences held in Alberta: July 1.

American Foundation for AIDS Research — letters of intent: July 14.

Amyotrophic Lateral Sclerosis Society (US) — research grants: July 1. (Please note new name and change in deadline.)

Canada Council — Killam research fellowships: June 30; I.W. Killam memorial prizes (nominations): June 30.

Canadian Diabetes Association — research grants: July 30.

Deafness Research Foundation (US) — new research grants: July 15.

Health & Welfare Canada (NHRDP) — request for proposals, child sexual abuse: July 10;

request for proposals, habilitation and rehabilitation: July 17; post-doctoral fellowships; national health research scholarships; national health scientists; visiting scientists: July 31; AIDS research competition: August 17; AIDS special training and career awards: any time; AIDS research scholar awards: any time.

International Union Against Cancer — Yamagiwa-Yoshida memorial international cancer study grants (sabatical): June 30.

Leukemia Society of America — president's

research development; short-term scientific exchange: July 1.

National Institutes of Health (US) — competing continuation; supplemental research grants: July 1.

Paralyzed Veterans of America — research proposals: July 1.

Physicians' Services Inc. Foundation — research grants: July 6.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct.-Feb.): June 30.

U of T, Connaught Fund — special research program grants: September 12, cancelled.

Events



Carillon recitals are followed by a tour of Soldiers' Tower. See Miscellany for details.

LECTURES

Generalized Burgers Equations, N Waves and Euler-Painleve Transcendents.

Thursday, July 2
Prof. P.L. Sachdev, Indian Institute of Science, Bangalore. Main lecture hall, Institute for Aerospace Studies. 2 p.m. (Aerospace Studies)

SEMINARS

Parasite-Monocyte Interactions in Leishmaniasis.

Tuesday, June 30
Prof. Neil Reiner, University of British Columbia. 235 Fitzgerald Building. 3 p.m. (Microbiology)

EXHIBITIONS

ROBERTS LIBRARY

Brazil: Illustrations from 19th-Century English Newspapers.

To July 3
Rare woodblock prints used to illustrate stories in *The Illustrated London News* and *The Graphic*. Main Display Area.

Romanian Art and Culture in Canada.

July 8 to August 21
Paintings, sculptures, ceramics, textiles, books, costumes and handicrafts illustrating the artistic styles and techniques of Romania; organized by the Canadian Romanian Society "Carpati" of Toronto. Main Display Area.
Hours: Monday to Friday, 8.30 to 12 midnight; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 10 p.m.

JUSTINA M. BARNICKE, HART HOUSE

Innova Scotia.
To July 9
Group show by Nova Scotia artists; sponsored by Lavalin Inc. Both galleries.

July 6 to August 20
Hugh Mackenzie.
Etchings. East Gallery.

Joyce Falconer.
Sculptural constructions. West Gallery.
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

MISCELLANY

David Dunlap Observatory Saturday Evening Tours.

Saturday, July 4, July 11, July 18 and July 25
Tour includes a slide presentation and, weather permitting, a demonstration of the 74-inch telescope in operation. David Dunlap Observatory, 123 Hillview Drive, Richmond Hill. Reservations required. Call 884-221 weekdays, 9.30 a.m. to 4.30 p.m.

Carillon Recitals and Tours.

Sunday, July 5, July 12 and July 19
Sydney Shep, University carillonneur.
Sunday, July 26
Aime Lombaert, city carillonneur, Brugge Belgium. Soldiers' Tower. 7.30 p.m.

Campus Walking Tours.

To September 4
Hour-long tours of the downtown campus conducted by student guides. Map Room, Hart House. 10.30 a.m., 12.30 and 2.30 p.m., Monday to Friday. Information: 978-5000

Special Canada Day Walking Tours.

Wednesday, July 1
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Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Willcocks St., by the following times:

Issue of July 20, for events taking place July 20 to August 24: Monday, July 6

Issue of August 24, for events taking place August 24 to September 14: Monday, August 10



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Benefits of increased bargaining power are 'convincing evidence'

We will lose our extended Christmas vacation, our present benefit package and not only that, we'll have to go on strike to do it. These are the implications of the letter published in the June 15 *Bulletin* under the headline "Make an informed decision about certification". That they are incorrect is clear evidence that the purpose of this letter is not to help staff members make an informed decision about certification. Rather it is to scare them off certification. The truth of the matter is that the extended Christmas vacation and our benefit package form part of our current terms and conditions of employment. These terms and conditions of employment are locked in at the point of

certification (see Ontario Labour Relations Act, Section 79) and can only be altered through the process of negotiation. Sure, both we and the University administration can attempt to negotiate changes. But that is no different from the present situation, except that on the positive side, as a union we will have a stronger bargaining position than we do now. Anyone who doubts this should compare the results of this year's negotiations conducted in the midst of a certification drive with the outcomes of the past few years.

The published letter contains a number of dubious assumptions. The suggestion that the University administration would want to take away the ex-

tended Christmas vacation and our benefit package implies that the only reason we enjoy these benefits is that they are being given to us by a benevolent administration rather than that there are sound reasons for providing such benefits (e.g., to attract and retain good employees). It also implies that we don't earn them. The letter also suggests (quite incorrectly in my view) that the administration is encouraging certification, but implies that if we do certify, they will punish us by taking away holiday and benefits. If I follow the logic correctly, this suggests that the University administration wants us to certify so that they can punish us for doing so. Not a very attractive (or credible) view of our administration.

Perhaps the most disconcerting suggestion contained in the letter is that we would be better off if we were splintered into small groups. The leadership of the U of T Staff Association since its inception over 17 years ago has striven to develop and demonstrate a community of interest among all staff. It is from this sense of our common interests that our strength arises. Certification will merely provide the legal framework within which we can use that strength more effectively to maintain the aspects of our work life that are good and make improvements where we believe they are warranted. We cannot allow our strength to be dissipated by splitting up

into small self-interested groups. The old adage "united we stand, divided we fall" contains a great deal of truth.

I, the Executive, the Board of Representatives and the membership of the staff association encourage all staff to consider the pros and cons of certification and to make an informed decision. That is why UTSA has sent out "Answers to Common Questions", *The CUPE Story* and other literature and has held information meetings at locations all over the campus.

We are confident that the benefits of increased bargaining power arising from certification which are already reflected in this year's salary and benefit settlement are convincing evidence that UTSA and CUPE will indeed be stronger together.

David Askew
President
U of T Staff Association

UTFA proposals for hiring 'fair and progressive'

Stanley Schiff's reactionary response to the proposed new hiring regulations for academic staff is highly disturbing (*Bulletin*, June 15). It displays a total disregard for the obstacles that face even the most determined women in their efforts to become established in traditionally male-dominated careers. It also completely misinterprets a commendably fair and highly progressive policy document as a "recipe for hiring second-best".

The policy proposed by UTFA recognizes the importance of achieving gender balance in all sectors of the University. This is not only in fairness to aspiring women academics; we must also recognize that, as role models in our respective disciplines, we are responsible for the way in which our disciplines are perceived by career-conscious students. It is no coincidence that most women tend to avoid careers which they see as "male-oriented", in the same way that men will avoid careers traditionally followed by women.

To its credit, UTFA proposes to achieve its goal while maintaining academic excellence. It does not set quotas or time limits for achieving a

balance in the number of men and women faculty members. It simply requires that a candidate from the under-represented sex be hired unless it can be demonstrated that a candidate from the over-represented sex is better. This is hardly a recipe for hiring second-best. On the contrary, in addition to its intended purpose, such a policy will improve the quality of hiring as it will guarantee a close scrutinization and careful evaluation of all the applicants.

UTFA is to be commended for the position it has taken on this fundamental issue, particularly as this position represents an unselfish attempt to address gender inequalities, which if successful, will primarily benefit women as a group and will provide little, if any, direct benefit to the current UTFA membership. We should perhaps be grateful that Professor Schiff has resigned his position on UTFA council, thus allowing UTFA a freer reign to pursue its laudable reform.

Ken W.F. Howard
Physical Sciences
Scarborough College

Nonproportional hiring may not be discrimination

Regarding the proposed employment equity measures:

In virtually all domains of activity, dif-

Requests for investigation

Two years have now passed since the preventable deaths of Melissa Knauer and Alexander Lee in a university-organized expedition to the Kalahari desert. Many people continue to regret the University still has not organized an inquest or investigation — despite repeated requests to President Connell, Provost Foley, Vice-President (Research) Nowlan and Professor Richard Lee. "Renewal" should be based on an effort to face such situations squarely.

Barry Wellman
Centre for Urban & Community Studies

ferent groups make different choices, whether the grouping is based on gender, age, culture (often correlated with "race"), or hair colour. For complex reasons, Albertans and Ontarians display different television-watching patterns; in this case, it is clear that there is not a problem. There may or may not be a problem if men and women are represented unequally in a particular department. For complex reasons, sometimes relating to discrimination in childhood, some groups more than others aspire to certain careers. Contrary to the automatic assumption of many people, nonproportional hiring by a body does not necessarily imply discrimination by that body, nor does it necessarily imply a problem of any other kind. For a thorough presentation of this argument, see *The Economics and Politics of Race* by the black social theorist, T. Sowell.

Paul Muter
Department of Psychology

Notice

The opinions expressed in the letters published in the *Bulletin* regarding the organizing campaign currently being conducted by a trade union are those of the individual signatories and are not those of the *Bulletin* or of the University or its management unless specifically indicated. The *Labour Relations Act* of Ontario provides that every person is free to join a trade union of one's choice and to participate in its lawful activities.

No data

Professor Duffy's letter (May 25) chides me for my "elephantine trumpetings" and my Orwellian epistles regarding recent UTFA executive activities. He accuses me of ignoring the "central fact" that my salary raises have been due to UTFA's efforts. That, however, is not a "central fact", but a matter of interpretation. There are no data to indicate whether my raises would have been higher or lower in the absence of the particular activities that recent UTFA leaders have engaged in.

On the other hand, as I have indicated in my previous Orwellian epistles, it is a "central fact", and not a matter of interpretation, that when UTFA was originally formed, it was explicitly opposed to unionization. Despite all UTFA executive efforts at re-educating the professoriate, that genuinely "central fact" this elephant has not forgotten.

John J. Furedy
Department of Psychology

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Spacious two bedroom furnished apartment available July 10th to August 14th. Ideal for vacationing couple with infant. Rent \$200 weekly, garage space available. Dishwasher, washer/dryer, major appliances. Near Bayview & Eglinton. Call Michael 482-5687.

St. Clair-Bathurst-Wychwood Pk. Area. 3 bedroom luxury townhouse for rent. Brand new. 3 storeys, 2 baths (1 with whirlpool, en suite), skylight, deck, fireplace, picture windows face park, 5 appliances, ceramic tile/broadloom, indoor parking, bus at door, 5 min. walk to subway. Available (references, no pets) for up to 12 months (negotiable), end of June '87. \$1960/month + utilities. 653-4598 evenings.

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Professor's large four-bedroom furnished house. Beautiful mid-town residential area opposite ravine. Available January-July 1988. \$2000 per month. (416) 787-2602.

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\$975.00/mo. New, luxury bachelor condo apt. available immediately for 1 year at 95 Prince Arthur (Bloor/St. George). Indoor parking. Security, all amenities. Call Ellie Burns, Royal LePage Real Estate Services Ltd. 483-7600.

Riverdale. Withrow Park. Renovated, detached house on quiet street. Living room, dining room, eat-in kitchen, 4 appliances, deck, spacious yard, 3 bedrooms, bath, skylight, 2 car parking, TTC, Sept. 1. \$1600; Sylvie 865-0655, 920-0467.

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Bachelor basement apartment (available July 1): includes private entrance, major kitchen appliances, 3-piece washroom, storage room, laundry facilities, central-air, broadloom. No pets, non-smoker. Call Mary Giamos at 978-8012 between 8:00-9:00 am. ONLY. (\$460 includes utilities).

Accommodation Rentals Required

Visiting professor, arriving around August 1, wishes to rent furnished or unfurnished one bedroom for 1 year. Will sign lease. Up to \$800/month. Call collect (616) 343-6594 after 5 p.m.

Accommodation wanted for one year from 1/7/87 by New Zealand orthopaedic surgeon and his wife. Please contact: Michael Caughey, Orthopaedic and Arthritic Hospital, phone 967-8500 Toronto.

Wanted to rent or house sit: Young married professor, returning from overseas, seeks for September 1, furnished or unfurnished one/two bedroom, apartment/house, central or west Metro. Excellent references. Up to \$750/month. Contact K. Krause c/o G. Litke 652-3482 (home), 736-5156 (office).

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